

## TINNE AERTS

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<https://www.linkedin.com/in/tinneaerts/>

**Expert in talent acquisition, sourcing, employer branding, talent management**

**Entrepreneurial spirit, people manager with excellent communication and influencing skills**

**Strong expertise in HR Project & Process Management and Change Management**

**Facilitator and excellent networker**

**Insights Discovery Practitioner**

**Former Lector @ Karel de Grote Hogeschool (Expert class Recruitment & Insights Discovery)**

**Self-employed Consultant / Interim Manager - ATIRES (since 2008)**

<http://www.atires.be>

### **Assignments:**

11/21 – present : Aquafin, Aartselaar – Senior Talent Acquisition Consultant

- Improving candidate journey
- Implementing new employer brand
- Optimisation recruitment process (internal & external candidates) & knowledge sharing
- Recruitment & selection: HR team, Business controllers, Sr technical managers, Project managers
- Selection of new boardmember
- Upgrading EasyCruit (recruitment software)

03/20 – 10/21 : KPMG, Brussels – Senior Talent Acquisition Consultant

- Sourcing & selection: M&A, Technology and Risk Consulting senior profiles
- Recruitment Training & knowledge sharing
- Onboarding new recruiters
- Upgrading Talentsoft (recruitment software)

09/19 – 03/20: Materialise, Leuven – Recruitment Manager

- Managing recruitment team in HQ
- Preparing KPI reports
- Sourcing & selection of International Engineering, Sales, IT, Software, Finance profiles
- Managing the organisation of young graduate program (job fairs, partnerships with universities...)
- Managing Employer Branding program

12/18 – 09/19 : KPMG, Brussels – Senior Talent Acquisition Consultant

- Sourcing & selection: Technology Consultants, Tax Advisors, Risk Advisors
- KPI reporting
- Onboarding new hires

11/17 – 12/18 : Materialise, Leuven – Senior Talent Acquisition Consultant

- Sourcing & selection of International Engineering, Sales, IT, Finance profiles
- Improving recruitment process
- Training recruitment team
- Project manager HRIS Business Case

Previous assignments

RGP Belgium, Brussels - Talent Manager (2017)

- Sourcing & selection Freelance consultants (Finance, Supply Chain & procurement, IM)

Elia Group, Brussels - Recruitment Lead (2016/2017)

- Responsible for the recruitment team (3 internal employees & 6 consultants)
- Improving recruitment process
- Implementing recruitment KPI's
- Defining recruitment & sourcing strategy
- Responsible for employer branding
- Improving use of recruitment system (Lumesse Talent Link)

Terumo Europe, Leuven - Recruitment consultant (2016)

- Onboarding Talent Acquisition Specialist
- Improving recruitment process
- Developing employer branding strategy
- Vendor & contract Management

Deloitte Belgium, Diegem - Recruitment Lead (2015/2016)

- Responsible for the Deloitte recruitment team (30 recruiters & recruitment administrators)
- Preparing & implementing Campus approach (hiring > 400 graduates/year)
- Implementing Employer Branding Strategy
- Implementing Sourcing strategy for Senior recruitment (hiring > 300 experienced candidates/year)
- Improving recruitment process
- Implementing new recruitment system (Taleo)

Essent Belgium, Kontich - Recruitment consultant (2015)

- Sourcing /recruitment
- Vendor Management

Volvo Construction Equipment, Global HQ, Brussels : Recruitment Consultant (2014)

- Talent Acquisition for the Global Customer Solutions Division
- Global headcount monitoring

Recruitment consultant for Wellens Women, Symobo, Bulo (2014-2015)

Essent Belgium, Kontich - Senior Recruitment Consultant (2013)

- Sourcing, recruitment
- Vendor Management
- Implementing new Recruitment System (CV Warehouse)

Deloitte Belgium, Diegem - Senior Recruitment Consultant (2012/2013)

- Sourcing & recruitment of (freelance) IT consultants / testers
- Responsible for recruitment of senior professionals & support staff
- Vendor & contract management

GMI Group, Herentals - Talent Manager (Part-time) (2012)

- Sourcing/recruitment of IT consultants & sales professionals
- Implementing HR policies (performance management, competence development, training)

Solvint Supply Management, Antwerp - HR Consultant Interim Solutions (2011)

- Sourcing & screening of interim managers (supply chain & procurement)

KPN Group Belgium, Woluwe - Recruitment Consultant (2011)

- Recruitment of senior profiles (Finance, IT, Customer Service, Commercial)
- Optimising the recruitment process & implementing CEBIR testing for candidates
- Setting up the Job-description Library

Deloitte Belgium, Diegem - Senior Recruitment Consultant (2010/2011)

- Recruitment of senior profiles (IT, Corporate Finance, Audit, HR, Consultants)
- Coaching the recruitment team to increase teamwork, efficiency, process optimisation

2009 – 2013:

- Trainer for Cevora: Project Management Skills
- Trainer for ABInBev: Management & Leadership development training
- Workshops
  - FVB: Workshop Change Management
  - Electrabel: Workshop Teamwork & Communication
  - Atlas Copco Industrial Air R&D division: workshops Team Dynamics
  - Ziegler: Training Presentation Skills
- MMMechelen vzw : Responsible for approx. 100 temporary employees working for Stadsvisioenen (art & city festival in Mechelen). In charge of staffing, planning, personnel administration and other HR related topics.

## Professional Experience as Employee ('94 – '08)

### **MenT Associates: 2006 - 2008**

*Manager Direct Search*

MenT is a Belgian company, focussing on the recruitment of middle and senior management profiles via direct search. As manager of the Antwerp office, I had P&L responsibility and was managing a team of 11.

### **Korn/Ferry Futurestep: 2005 – 2006**

*Senior Consultant*

Futurestep is a global leader in the recruitment of middle and senior management profiles. As senior consultant, I was responsible for business development, execution of recruitment missions and reaching my individual targets.

### **Alcatel Bell: 2004**

*HR Business Partner*

### **De Post : 2000 - 2003**

*Program Director HR&O*

As Program Director I was responsible for a number of change and re-engineering projects with a heavy impact on the new Post organisation. The objective of these projects was to become more efficient and profitable by developing and improving the working processes and organisation structure and by changing the company culture.

- Leading the HR Transformation
- Designing & setting up HR organisation
- Re-engineering the postal network; designing and implementing a new organisation
- Implementing document management system
- Designing & delivering project management training, internal trainer for new project managers

### **Gemini Consulting: 1998 - 2000**

*Senior Consultant*

Gemini Consulting was a global management-consulting firm. Through the firm's deep expertise in strategy, operations, people and information management, they became recognised leaders in the design and implementation of innovative solutions that yield significant results.

- Project manager for a Market Entry Strategy Project for a Korean white & brown goods manufacturing company;
- Project manager for a Transformation Project in a major Steel Manufacturing Company;
- Process Manager Inventory Management and Order Management for a Supply Chain Project in a major Steel Manufacturing Company;
- Process Manager Service Level Agreements for a Transformation Project in an Energy Distribution Company.

- Trainer 'Core Consulting Skills' at Gemini University in London & New York

### **Tarran Ventures Singapore: 1995 - 1998**

#### *Business Development Manager*

Tarran Ventures was a consultant and trading business for the South East Asia region. It provided research and advisory services for regional and multinational clients and also traded represented products from Asia to Europe and the USA.

Working on secondment to Problend Pte Ltd, a dry-blending factory established to manufacture 'intermediate food ingredients' for export.

- Managing the production and logistics, trading and promotion of Dry Blended Food Ingredients, initiating and supervising R&D projects for new products and applications, facilitating the re-engineering of processes in the factory.

### **Westfalia Separator (SEA) Pte Ltd – Singapore: 1994 - 1995**

#### *Market Research Executive*

Preparing a market-study of the Mechanical Separation Industry in South East Asia to assist the German parent company with their next business plan and proposed South East Asian expansion.

## **EDUCATION**

Master of Science in Biological Engineering (Bio Ingenieur in de Landbouwkunde)

Graduated in July 1994 - Katholieke Universiteit Leuven (Belgium)

## **SKILLS**

#### *Language skills:*

Dutch mother tongue

English fluent

French fluent

German basic knowledge

#### *IT skills:*

MS office software

#### *Other:*

Recruitment software:

Visma EasyCruit, Talentsoft, Lumesse TalentLink, Taleo, CV warehouse

Insights Discovery Practitioner

## **VARIA**

BoardMember of Ontbijtclub Kempen

Personal: Enjoying family life, wining & dining, meeting family, friends & networking, skiing, walking, Pilates, tennis, traveling

Belgian, °09/10/69, Married, 1 child

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