

CV - Henk Van Ursel

° 18 November 1957, Belgian nationality, married, two children

Experience

- Managing Director - HVU Consult, since 1991.
Various local and multi-country compensation & benefits projects and HR interim management assignments, a.o. for Janssen Pharmaceuticals (Comp analyst, 2010-2011) and Stefanini TechTeam (2009 till present, responsible for HR EMEA since April 11 and member of the Management Committee since July 11)
- Director Compensation & Benefits EMEA Region - TechTeam Global – Brussels: (Business Process and IT Outsourcing Services Company), August 07 – December 08.
Main accountabilities: Development of a global compensation policy based on job grading and market benchmarking; executive compensation; sales compensation; restructuring
- Area HRD Manager ad interim - Maersk Sealand CEU Area – Rotterdam (Danish Line, Container & Logistics company), September 06 - July 07
- Area Compensation & Benefits and Organizational Development Manager - Maersk Sealand CEU Area – Rotterdam (Danish Line, Container & Logistics company), July 06 – July 07
- Interim Comp & Ben Manager - Maersk Sealand CEU Area – Rotterdam (Danish Line, Container & Logistics company), June 04 – November 04, March 05 – June 06.
Main accountabilities: Development of compensation guidelines, application of job evaluation system, market comparisons, package determination, salary review process
- Senior HR Consultant – Reward Consultancy - SD WORX & DIP Consulting Group - Antwerp (HR services and consulting firm, 1,250 employees), April 02 – April 05.
Main accountabilities: Consulting & training on compensation policy and practices; revision of the DIP/SD WORX Compensation Survey practice; Management of the DIP Reward consulting practice; interim management of the DIP Competence, Development & Performance Management consulting practice
- HR Consultant - Hewitt Associates – Brussels (US\$ 1.3 Billion HR consulting firm, over 12,000 associates worldwide), August 98 – March 02.
Main accountabilities: Consulting on HR practices, labour law, compensation policy design, job evaluation, short term and long term incentives, employee communication, etc.; Interim HR management; Internal Coaching
- Director Project-Leader HR Re-engineering – Belgacom - Brussels, November 97 – July 98.
Main accountabilities: redesign of Belgacom's payroll administration practice to make it more effective and Euro and Y2K-proof. Co-leadership of overall HR reengineering project while fostering team-work and change in processes and culture
- Director Group Compensation & Benefits – Belgacom - Brussels (Telecom-operator, BEF140 Billion company, employing appr. 25,000 people), December 95 – October 97.
Main achievements : development and implementation of a new, private sector oriented, compensation policy for management positions ("cadres"); harmonization of employment conditions; modification of the employment contract practice, development of a car policy; setup of a benefit plan; design of a long term incentive plan; elaboration of specific compensation projects (sales), etc. In addition : replaced general manager group human resources for approximately sixmonths (June – December 96)
- Project-Leader - DIP Consulting Group – Antwerpen (HR and Organisation consulting firm), September 95 - November 95.
Project-assignment for 3 months : design, marketing, processing, analysis and reporting of a compensation survey for R&D positions; feasibility study for conducting a survey in a specific sector; assistance in client assignments.
- Interim HR manager - SCK-CEN - 2400 Mol (Nuclear Research Centre, 600 employees, of which 200 scientists/ managers, approx. BEF 2.7 Billion revenues), August 93 - August 95 (2 year contract, extended for 1month).
Assignment : Managing the HR department and its staff (5); design of QA-proof guidelines and policies for various HR fields such as recruitment and training; initiation of

a management team, individual management coaching, introduction of new HR concepts, e.g. knowledge management, project management, the flat Organisation, etc., development of short term secondment and expatriate policies, assistance in trade union negotiations, benchmarking on HR policies and practices with HR directors of other R&D organisations or subsidiaries, both locally and internationally. Functional guidance of the personnel administration department (mainly labour law and Payroll administration). Implementation of HR software. Supervision of the national and foreign trainee practice (visiting scientists and professors) Reporting directly to the general manager, Carl Malbrain.

- Compensation Consultant – Partner - Hewitt CBC – Brussels (Belgian office of the Hewitt Associates network, turnover approx. BEF 50 Million, 15 professionals and staff), March 88 - July 93 (partner as from 1991).
Main tasks : development of the local compensation practice through both client work and surveys on total compensation, company cars, salary increases, HR practices, dismissal, relocation, expatriate compensation, benefits, short and long term incentives, job pricing (Belgian, regional, European and Corporate level positions, etc., mainly for large and medium sized multinational companies. Cooperated in international compensation studies and joined projects. Occasionally consulted in other countries. Various contacts with European and US colleagues.
- Personnel Manager - Brouwerij Haacht – Boortmeerbeek (brewery - 650 employees, of which 2/3 blue collars, BEF 2.7 Billion turnover), August 86 - February 88
Main tasks : coordination of the personnel department staff (5) and its activities : industrial relations, organisation of "social elections" (1987), recruitment (management and staff), compensation and benefits, payroll and time registration Reporting to the Director Finance and Administration, Lucien Marcelis.
- Personnel Administrator - Standaard Boekhandel - 2700 Sint-Niklaas (book store company - approximately 200 employees, BEF 2 Billion turnover), April 84 - August 86.
Main tasks : personnel administration, recruitment of employees and temp. staff; assistance in the organisation of a large scale motivational training; hiring and firing. Member of the management team, reporting directly to the general manager, Frans Schotte.
- Assistant to the Personnel Manager (from September 81 onwards) - Scriptoria, now Standaard Uitgeverij – Antwerpen (Publishing company - approximately 425 employees), February 78 - April 84
Main tasks : payroll administration, group insurance administration, general personnel budgeting and administration; assistance in the preparation and negotiation of a down-sizing process. Before joining the personnel department, I worked at the order department, doing the follow up on placed orders and assisting with preparation and invoicing of the physical book distribution.

Education and language skills

Master degree (licentiate) in commercial and financial sciences (Lessius, Antwerp) - 1984
Various training and courses on labour law, HR management, compensation policy and practice, job evaluation, profiling, management, etc.
Fluent in Dutch, French and English, notions of German

PC skills

Excel, Access, Word, Powerpoint, Explorer

Miscellaneous

Articles on compensation related issues (taxation, communication, surveys, long Term incentives, salary structures, ...) in "The Multinational Employer", "Compensation and Benefits International", Articles on HR in, former member of the editorial board of "Praktijkblad P&O" (Kluwer). Presentations for HR managers. Member of "Worldatwork", formerly called "American Compensation Association".