



Arne Rausch

Education & Certifications

Master-level degree in Social Sciences

Human Resources Management, Labor Law,
Work & Social Psychology,
Organizational Sociology

SAP Consultant

- SAP Certified Application Associate
(HCM/BPI mit SAP S/4HANA)

Manager for Applied AI Transformation (IHK certified)

Master of AI in HR & Recruitment

Mediator

Certified trainer aptitude (AEVO)

Industries

- Industry (automotive, metal, chemical)
- Healthcare (hospitals, nursing care)
- Energy
- Public sector
- Staffing & recruitment services

Collective agreements

Metal & Electrical (incl. ERA), Chemical industry,
TVV, TVöD, Collective agreement for temporary
work, Company-specific agreements

Expertise in labor law & works constitution (BetrVG)

- Collaboration with works councils and
group works councils (including up to
5 councils in parallel)
- Implementation of individual personnel
measures
- Works agreements, job classifications
- Managing terminations and redundancies
- Representation in labor law proceedings,
nationwide, across various labor courts

HR IT

SAP HCM, SAP SuccessFactors, P&I LOGA,
DATEV Lodas, VEDA HR Entgelt, d.vinci,
Landwehr WinLOG

Hands-on- HR Manager, Payroll Manager, People & Culture Expert

- **Employee Lifecycle Responsibility**
 - As Plant HR Manager, responsible for up to 20 sites
 - 400 to 800 employees (experience with up to 2,600)
 - White- and blue-collar workforce
 - 3-shift / rotating shift systems
- **Leadership of HR Teams with up to 15 staff**
Covering HR Business Partnering, Payroll, Learning &
Development, Recruiting, Apprenticeships
- **Strategic HR Work**
Advising and proactively supporting management in
all HR-related and labor law matters
- **Stakeholder Management**
- **HR Controlling | HR Reporting | KPIs**
- **Management of Adjacent Functions**
Corporate services, facility management, staff
cafeteria

HR Project-Specialist

- **Drafting, negotiating, and rolling out works
agreements**
- **Optimization of performance pay and
allowance systems**
- **HR process optimization & professionalization**
 - HR Transformation: HR set-up, shared
services, workflow design
 - HR Digitalization: Certified SAP consultant,
implementation of modern HR tools
- **HR-driven support of organizational changes |
Change Management**
 - Restructuring, post-merger integration
 - Adjustments in workforce planning, individual
personnel measures, high performer and low
performer management
 - Harmonization of pay structures, collective
agreement changes, etc.
- **Occupational reintegration and health
management (BEM/BGM)**

Available across Germany, with broad experience

- On-site, remote, hybrid
- Deutsch: native speaker
- Englisch: B2/C1 (TOIEC)
- From SMEs to corporations with matrix structures
- From business expansion to downsizing

HR Tools / HR Know-how

- Social media recruiting
- Career fairs
- Campus recruiting & university marketing
- Payroll (e.g., wage type configuration, garnishments)
- Expatriates
- Cross-border commuters
- Company pension schemes
- Audits by external authorities (e.g., tax office, pension insurance, customs, IATF, TISAX)
- Benefits (e.g., bike leasing, gym, supplemental insurance)
- HR KPI reporting (Power BI)
- Workforce planning (quantitative & qualitative)
- Flexible working time models
- Shift systems (3-shift/rotating)
- Partial retirement
- Managing low performance
- Talent management
- Learning & development
- Training (academy governance)
- HR IT implementation
- HR process digitalization
- AI capability to optimize HR workflows
- Return-to-work (BEM) & occupational health management (BGM)
- Severe disability compliance (working with the Inclusion Office and disability representatives)
- Employer branding / Employee surveys
- Certified trainer for commercial professions (industry, office, staffing)



Arne **Rausch**.HR Interim

Experience & Projects

AD INTERIM | 11.2024 - 04.2025

Manufacturer of Disinfection and Hygiene Solutions

Approx. 1,600 employees | Revenue: €150m (2021)

Head of Human Resources

Site with ~400 employees; HR team of 7

- **HR Strategy:** Designed and implemented modern HR practices
- **HR Digitalization:** Prepared framework for SuccessFactors
- **Talent Management:** Leadership development program
- **Compensation & Benefits:** Benefit structures with focus on occupational health management

11.2021 - 10.2024

KAMAX GmbH & Co. KG, Osterode

Manufacturer of fastening elements, automotive | ~4,000 employees | Revenue: €776m (2021)

Head of HR Operations

Site with ~450 employees; 1 HR team member

- **Employee Relations:** Optimization and professionalization
- **Compensation & Benefits:** Implemented optimized remuneration and allowance system within ERA framework
- **Occupational Health / Reintegration:** Implemented, reduced sick leave rate by 1.5%
- **Recruiting:** Process optimization, hiring rate improved by 15%
- **Organizational Effectiveness:** Implemented Performance Improvement Plan and low performer management, executed 10% staff reduction

12.2020 - 10.2021

Euroglas GmbH, Haldensleben

Manufacturer of flat glass (Glas Trösch Group)
| Revenue: €888m (2021)

Head of HR

2 sites with ~530 employees; HR team of 5

- **HR Digitalization:** Implemented digital payroll system
- **Change Management:** Guided organizational and strategic changes during partial site closure

08.2019 - 01.2020

THOR Industriemontagen GmbH & Co. KG (formerly THOR GmbH Co. KG), Leinefelde/Erfurt

Industrial services | Revenue: €56m (2021)

Head of HR

2 sites with ~1,200 employees; HR team of 12

- **HR Strategy:** Further developed HR into a forward-looking, strategic function
- **HR Optimization:** Ensured smooth payroll and HR processes

How others describe me

- Strong focus on results and impact
- Solution-oriented and hands-on, with a clear view of organizational and employee needs
- Reliable work style marked by integrity and accountability
- Open to new ideas, adaptable, and genuinely curious about diverse perspectives
- Clear values and long-term mindset
- Thoughtful and reflective in responding to feedback

Personal

- Married, two children (14 and 20)
- Interests: nature and endurance sports, especially road cycling



Arne **Rausch**.HRInterim

10.2012 - 07.2019

KÖNIG SE & Co. KG

(formerly KÖNIG GmbH & Co. KG), Moringen

Manufacturer of drywall profiles / industrial services |
~1,800 employees at 20 sites | Revenue: €132m (2021)

HR Manager

Payroll team of 6

- **HR Transformation:** Optimized HR processes, introduced cross-site HR standards, trained all sites in HR and labor law basics
- **Payroll:** Implemented payroll system WinLOG; passed internal and external audits without findings (pension insurance, tax authorities, customs, etc.)
- **Labor Relations:** Represented company in labor court proceedings
- **Employer Branding:** Increased employer attractiveness via social media, improved hiring rate by 10%

07.2009 - 03.2012

AKH Group, Celle

Hospital network with 4 subsidiaries | ~2,600 employees |
Revenue: €158m (2021)

Head of HR

Overall responsibility; HR team of 15

- **Change Management:** Integrated clinics into AKH structures
- **Labor Relations:**
 - Negotiated and rolled out works agreements with various works councils
 - Harmonized company regulations
 - Implemented agency worker agreements for subsidiaries, negotiated collective agreement
- **Learning & Development:** Established in-house academy as independent training provider

01.2008 - 06.2009

Fitesa Germany GmbH

(formerly Fiberweb Corovin GmbH), Peine

Manufacturer of nonwovens, chemical industry |
~2,000 employees | Revenue: €72m (2021)

Head of HR

Site with ~130 employees; HR team of 2

- **Labor Relations:** Negotiated social plan, managed downsizing of 60 employees
- **Learning & Development:** Introduced people development matrix (PD matrix)

11.2001 - 12.2007

energycity (formerly Stadtwerke Hannover AG)

Energy supply and services | ~2,500 employees |
Revenue: €7.35bn (2024) HR Specialist

HR Specialist

- **Employee Relations:** Including labor law advisory
- **HR IT:** Introduced time management based on SAP R/3HR
- **Employer Branding / Recruiting:** Implemented university marketing