

www.hrinterim-kindervater.de

NINA KINDERVATER

HR Interim Manager, Talent Acquisition, Employer Branding, cert. Business-Mediator &
cert. Business Coach.

AN DER KANT 5
48431 RHEINE

0049 176 62929 152
NINA.KINDERVATER@OUTLOOK.DE

[WWW.HRINTERIM-
KINDERVATER.DE](http://www.hrinterim-kindervater.de)





14+ yrs.

**HR EXPERIENCE (FOCUS:
CORPORATE, MATRIX
STRUCTURES, GERMANY,
INDUSTRY, HEALTHCARE)**

**TALENT ACQUISITION
LEADERSHIP, EMPLOYER
BRANDING**

**WORKS COUNCIL RELATIONS &
GERMAN LABOR LAW**

**CHANGE & TRANSFORMATION
(HRIS IMPLEMENTATION,
RESTRUCTURING, SET-UP HR
PROCESSES, STRENGHTEN HR
OPS)**

**COACHING & MEDIATION FOR
LEADERSHIP & TEAMS**

hybrid, remote, presence

PROJECTS- SELECTION

14+ years of experience in operative & strategic HR Management

focus: German labour law (collective & individual), Production, Healthcare, Energy & MedTech sector, Corporate HR & Start-Up integration, Blue Collar Recruiting

<p>Trusting and constructive cooperation with the works council (including negotiations)</p>	<p>Development of a recruitment strategy in a highly competitive candidate market, targeting hard-to-reach candidates (blue collar), with the goal of hiring 50 specialists within 12 months.</p>
<p>Built a training concept for hiring managers (“Being an interview ambassador”)</p>	<p>Built and led an HR team with KPI-based reporting</p>
<p>Build and implemented a KPI-based Active Sourcing concept to reduce cost of hire in a challenging market</p>	<p>Coached and developed an HR team to act as a trusted advisor & Business Partner</p>
<p>Introducing Workday & HiBob incl. harmonization with German local law</p>	<p>Built and implemented all major HR processes as a post-merger project Analysed and streamlined all HR Admin processes</p>

MANDATS - SELECTION

**14+ years of HR/ TA-Business
Partnership experience in Industry**

- **ongoing Executive Coachings**
- **ongoing Business Mediations**

Recruiting & HR Marketing, Major Hospital (since 2025)

Leading and coaching the Recruiting & Employer Branding team while holding **operational and strategic responsibility** for recruiting and HR marketing at the maximum care provider.

Implementing a **strategy to reduce cost per hire** (Active Sourcing strategy)

Train and position Recruiting team as a **trusted Recruiting Advisor** to the stakeholders

Senior HR Business Partner, SmartHomeCare GmbH (since 2025)

HR Consultant and Trusted Advisor to the management board at SmartHomecare GmbH. Responsible for developing and implementing HR processes (recruiting, C&B, training & development, organizational structure, communication, and culture) aligned with organizational goals.

Developing policies in compliance with German labor law, standardizing procedures, and making local modifications as needed, focus: **HR Ops & Recruiting**

Collaborating with cross-functional teams to support key projects and promote core company values. Acting as a leader and role model in organizational development and change management initiatives to build a high-performance HR department.

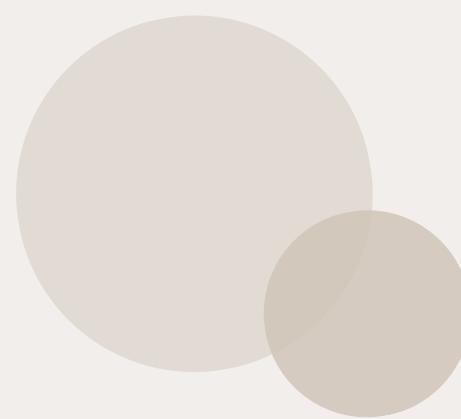
EDUCATION & TRAININGS

Ongoing Training, Supervision & Intervision

M.A. Business Management B.A. Public Management	Payroll
Systemic Coach (focus: Business Coaching) & ACT	German Labour Law for People Leaders
Mediator (focus: Business Mediation)	Supervisor
MHFA (Mental Health First Aider)	Moderation in Online- and Presencesettings

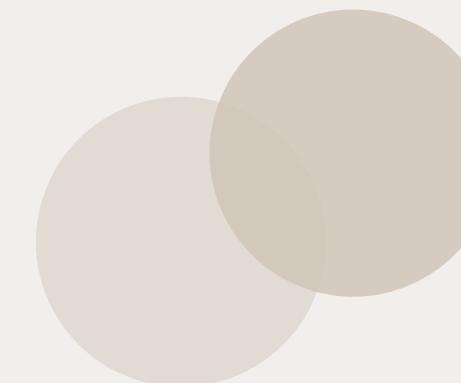
STRENGTHS

Senior HR-& TA -Expert with further education as “Executive Business Coach“ and „Business Mediator“



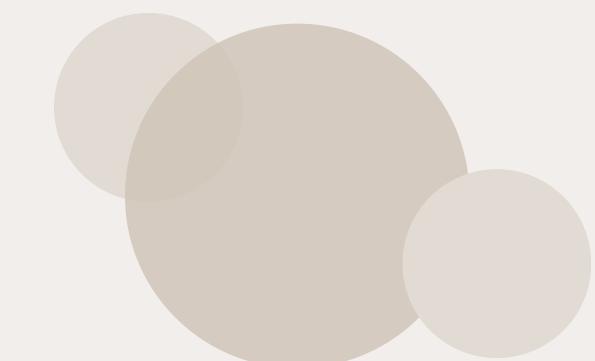
1

Analytical Distance &
situative-adaptive
behavior



2

High Say-Do Ratio,
Hands-On Mentality



3

Business Acumen,
pragmatic and solution-
oriented mindset

APPRECIATION.

COMPLIANCE.

EMPATHY.

CONDITIONS

Full- or Part-time projects (globally)
rate/ hour (net) : tbd EUR



References upon request

 **skbs**

STÄDTISCHES KLINIKUM
BRAUNSCHWEIG

