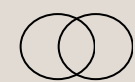


January 2026



www.hrinterim-kindervater.de



NINA KINDERVATER

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

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[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, STRENGTHEN 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

Trusting and constructive cooperation with the works council (including negotiations)	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.
Built a training concept for hiring managers (“Being an interview ambassador”)	Built and led an HR team with KPI-based reporting
Build and implemented a KPI-based Active Sourcing concept to reduce cost of hire in a challenging market	Coached and developed an HR team to act as a trusted advisor & Business Partner
Introducing Workday & HiBob incl. harmonization with German local law	Built and implemented all major HR processes as a post-merger project Analysed and streamlined all HR Admin processes

MANDATS - SELECTION

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

- ongoing Executive Coachings
- ongoing Business Mediations

<i>Recruiting & HR Marketing, Major Hospital (since 2025)</i>	<i>Senior HR Business Partner, SmartHomeCare GmbH (since 2025)</i>
Leading and coaching the Recruiting & Employer Branding team while holding operational and strategic responsibility for recruiting and HR marketing at the maximum care provider.	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.
Implementing a strategy to reduce cost per hire (Active Sourcing strategy)	Developing policies in compliance with German labor law, standardizing procedures, and making local modifications as needed, focus: HR Ops & Recruiting
Train and position Recruiting team as a trusted Recruiting Advisor to the stakeholders	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.

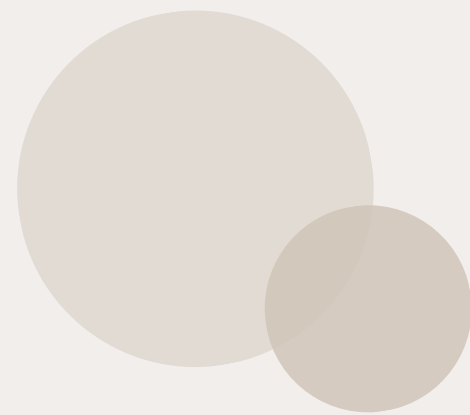
EDUCATION & TRAININGS

Ongoing Training, Supervision & Intervention

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

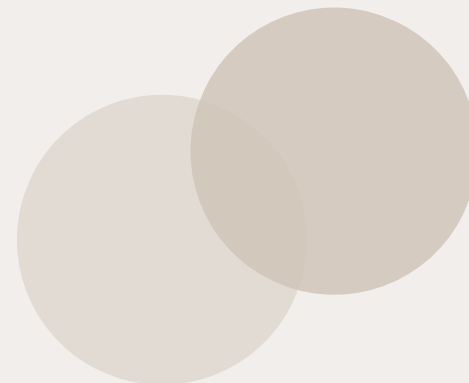
STRENGTHS

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



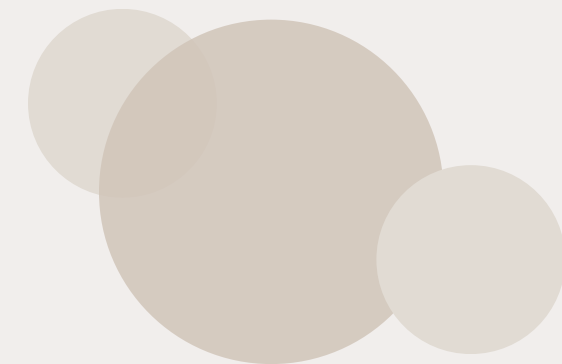
1

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



STÄDTISCHES KLINIKUM
BRAUNSCHWEIG

