

Senior Consultant for HR Projects, HR Operation & HR-Systems



Name:	Christian Lehmann, Dipl.-Ing., PMP®
Year:	1967
Professional Experience:	
→ Project Management:	>26 years
→ HR IS / HR Operation:	>17 years
→ Software Tester:	6 years
Availability:	available full-time
Hourly rate:	by arrangement onsite & offsite
Nationality:	German

Contact Details

Street	Turmallee 10a
Postal code - City	46459 – Rees
Country	Germany
Mobile	+49 172 2470 250
Sales tax ID	DE336446934 (HRdigiPro)
E-Mail	christian.lehmann@hrdigiPro.com
Website	www.hrdigiPro.de
LinkedIn	www.linkedin.com/in/christian-lehmann-hr-digitisation

Professional Experience

Introduction and maintenance of HR systems in a global environment

Requirements analysis & tendering (RFQ), contract design & negotiations with providers, works agreements and negotiations with group & site works councils, as well as IT security, data protection aspects and project & change management during the introduction of the following HR applications:

- Ceridian "Dayforce" (CORE, T&A)
- SAP payroll accounting, T&A, Janitor access management
- Lumesse "Empower" (LEARN, GROW, TALENT, PERFORM)
- SmartRecruiters
- AMEX GBT & KDS Neo Travel Management
- Accenture Quick Document Builder (AQDB)
- ESCRIBA (ECAP & EDS)
- Benifex 'OneHub'

HR system migration projects in Germany

Needs assessment & request for quotation (RFQ), contract design & negotiations with providers, works agreements and negotiations with group & site works councils, as well as IT security, data protection aspects and project & change management in the implementation of the following migrations:

- Payroll system migration from Peras PAISY to SAP (4500 employees)
- Payroll system migration from SAP to SAP (4500 employees)

IT integration and rollout projects in a global environment

Program & project management of the following major projects (turnover up to 40M€):

- Global customer type acceptance projects for hardware and software components in the context of GSM and fixed network new developments
- Interface integration in live networks
- Relocation of exchanges and introduction of new functionalities in fixed network live operation

Mergers & Acquisitions (M&A) projects in a global environment

Examination and determination of HR contract contents (due diligence) for contract drafting, negotiations with group & site works councils and project & change management in the implementation of the following M&A measures:

- Outsourcing of an HR services area to a Shared Services Centre (SSC) in Hungary (60 empl.)
- Outsourcing of payroll accounting in the Netherlands (1000 employees) and Norway (50 empl.)
- Carve-out of a business unit from Germany to Toronto (80 employees)
- Carve-in of a field service division in Germany (200 employees & 650 employees)
- Carve-in of a field service company in Switzerland (35 employees)
- OPEX reduction and restructuring program in Germany (823 employees & 215 employees)

Professional Career (as a freelancer)

Freelancer, Rees

since 06/2024

HR project management for the introduction and maintenance of HR systems in a global environment; interim manager for HR services / HR operations / payrollHR digitization projects

Project management to introduce Escriba (ECAP & EDS)

09/2024 – 06/2025

Country: Germany

Client: Energy sector, EBITDA €4.9 billion, 30k employees, project team 12 employees

Scope: Project management for the introduction of Escriba into an HR system landscape consisting of Workday & SAP with the aim of ticket-based processing of employee requests and document creation

Sales support to launch the Benifex benefits platform 'OneHub'

06/2024 – 11/2024

Country: Germany

Client: Healthcare industry, EBIT €1.78 billion, 176k employees, project team 4 employees

Scope: Sales support for the British sales team department for the launch of an online platform in Germany for the selection of benefits for the customer's employees in Germany and Switzerland

Project management to introduce the Benifex benefits platform 'OneHub'

12/2024 – 03/2025

Country: Germany

Client: Healthcare industry, revenue US\$14.8 billion, 32k employees, project 4 employees

Scope: Project management for the introduction of Escriba into an HR system landscape consisting of Workday & SAP with the aim of ticket-based processing of employee requests and document creationHR processes definition for digitisation

Project management for the introduction of Lumesse Empower

04/2017 – 08/2017

Country: Germany

Client: Software provider, revenue €670 million, 840 employees, project team 6 employees

Scope: Project management for the introduction of Lumesse Empower as an employee master data system

Professional Career (in permanent employment)

Gerresheimer AG, Düsseldorf	09/2019 – 03/2024
Global Head of HR Operations, HR Systems & PMO	
• Responsible for the global HR IT digitalization & transformation strategy • Establishment of an HR IT project and implementation team • Transformation of processes and their migration in HR systems • Responsible for payroll, facility & reception at head office • Chairman of the occupational safety committee at head office • Stakeholder management at all levels of the company	
GEA Group AG, Düsseldorf	09/2017 – 08/2019
Head of HR Services DACH & Eastern Europe (EE)	
• Head of HR Services in Germany, Austria, Switzerland and Eastern Europe (DACH & EE) • Responsible for the maintenance & migration of SAP payroll systems • Responsible for outsourcing in the area of HR Services • Transformation of processes and their migration in HR systems • Stakeholder management at all levels of the company	
Head of “HR Project Office, IT, Data & Reporting”	06/2011 – 03/2017
Vodafone GmbH, Düsseldorf	
• Responsible for the operation and migration of HR IT in Germany • Development of the HR services strategy and transformation of the HR services area into a Shared Services Centre (SSC) in Hungary • Stakeholder management at all levels of the company	
HR Business Partner (HR BP)	08/2008 – 05/2011
Ericsson GmbH, Düsseldorf	
• HR BP for a division with 200 employees • Responsible for Mergers & Acquisition (M&A) and HR restructuring projects • Stakeholder management at all levels of the company	
Senior Project & Program Manager	12/1999 – 07/2008
Ericsson GmbH, Düsseldorf	
• Responsible for Mergers & Acquisition (M&A) and HR restructuring projects • Responsible for international IT integration & rollout projects • Stakeholder management at all levels of the company	
Software Tester & Test Leader	09/1994 – 11/1999
Ericsson GmbH, Düsseldorf	
• Test manager for the construction of a satellite-based mobile radio network • Software tester for mobile radio systems • Multi-vendor systems integrations world wide	
Student Worker	03/1994 – 08/1994
Institut für Mobil- und Satellitenfunktechnik (IMST), Kamp-Lintfort	
Medical Orderly and Musician	10/1988 – 09/1989
Bundeswehr (Heeresmusikkorps 7 der 7. Panzerdivision), Düsseldorf	
Telecommunication Technician	07/1988 – 09/1988
Fernmeldeamt der Deutschen Bundespost, Wesel	

Education and Training

Labor law for operational practice part 2	11/2008
Labor law for operational practice part 1	09/2008
Certification as a personnel officer	08/2008
Certification as Project Management Professional (PMP®)	07/2005
Studies of Electrical Engineering University Duisburg, Duisburg	10/1989 – 02/1994
Degree: Dipl.-Ingenieur (Dipl.-Ing.)	
Diploma Thesis Grade: 1 (german grading)	
Final Grade: 2 (german grading)	
Apprenticeship as Telecommunication Technician Deutsche Bundespost, Duisburg	08/1985 – 06/1988
Degree: Skilled telecommunication worker (Fernmeldehandwerker)	
Final Grade: 2 (german grading)	
Advanced technical college certificate Berthold-Brecht-Gesamtschule, Duisburg	08/1985 – 06/1988
Apprenticeship as cook Restaurant „Ratskeller“, Kalkar	08/1984 – 07/1985
Secondary school Realschule der Stadt Rees, Rees	08/1977 – 07/1984

Additional Skills

Language	German	native
	English	fluent
IT-Tools	MS-Office, MS-Project, Jira	

Personal Interests

Musician (trumpet) in band and orchestra
Yoga

Rees in November 2025

Christian Lehmann