

Nina Kindervater

Senior HR Business Partner, Senior TA Manager, cert. Mediator & Executive Coach



Personal



Nina Kindervater



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12.03.1980 in Rheine



www.hrinterim-kindervater.de

Languages

German	mother tongue
English	business fluent

Key HR Skills

Labor Law

Trustful and constructive works
council relations

Recruiting and HR Marketing

**systemic Business Coaching,
Development & Facilitation**

HR Analytics

**Succession Planning & Performance
Management**

**Re-org, Restructuring & Change
Management**

implementation of **HR-Tools, e.g.
Workday & HiBob**

EXPERTISE

Flexible and passionate Senior HR professional with a proven "say-do ratio" and 14 years of high-impact **experience in an international corporate environment—both operationally and strategically. Certified mediator, business coach, training manager and senior TA Manager** with an independent, structured and solutions-oriented "hands-on" approach. **Adept at managing multiple projects autonomously alongside day-to-day responsibilities and shifting priorities; optimizing HR processes; designing and implementing HR strategies; and serving as a trusted HR advisor to all levels of the organization.** Enthusiastic about collaborating with and developing teams for sustained growth.

RELEVANT EXPERIENCE

Self-Employed | Interim HR Manager, Business Coach & Mediator

Since 07/2024 | Rheine, Germany (remote/hybrid/on-site)

- Provided interim HR leadership and consulting for medium-sized and corporate clients
- Delivered executive coaching and conflict mediation, focusing on leadership and team dynamics.
- Developed and facilitated workshops on strategic people topics and change management.

GE Wind Energy GmbH | Senior HR Business Partner

01/2022 - 06/2024 | Salzbergen, Germany

- Acted as the primary HR contact for international leadership teams (up to 40 managers, 350+ employees).
- Delivered strategic HR partnership in Germany and Sweden: workforce planning, transformation, organizational development.
- Led change processes and restructuring initiatives, including negotiations with works councils.
- Supported leaders on all people topics: recruitment, performance, engagement, and development.
- Introduced and optimized Workday-based HR processes and tools.

GE Wind Energy GmbH | HR Business Partner Germany & Apprenticeship Lead

03/2014 - 12/2021 | Salzbergen, Germany

Operational and strategic responsibility for the Projects, Logistics, Services, Global Field Operations, IT functions and leadership development programs (single point of contact for approximately 350 employees and 40 international managers). Oversaw the dual-study program and mechatronic technician apprenticeship (production) at the Salzbergen site (around 35 trainees), including leadership and budgetary accountability; 50% role until October 2014.

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Curriculum Vitae

GE Germany GmbH, Frankfurt | 03/2013 - 09/2014

Senior Recruiter Renewables Deutschland

Responsibility for the **entire strategic and operational recruiting process (single point of contact)**, from developing the recruiting strategy to sourcing and evaluating candidates, and supporting the hiring decision for the Energy - Power & Water business unit (50% role)

GE Germany GmbH, Frankfurt & München | 07/ 2011 - 02/ 2013

Talent Acquisition Specialist Renewables & Healthcare DACH

Recruitment of Early-Career Talent for GE's DACH Healthcare & Energy Sites

- Central point of contact for candidates, hiring managers, and HR business partners
- Ensured a consistently positive candidate experience
- Built and maintained a talent pipeline for key roles
- Managed university marketing and career fair initiatives

EDUCATION

Studies

2008 - 2011 Hochschule Osnabrück, Business Administration (M.A.)

2004 - 2008 Hochschule Osnabrück, Public Management (B.A.)

Apprenticeship

2000 - 2003 TUI Leisure Travel, Reiseverkehrskauffrau, Weiterbeschäftigung als Reiseverkehrskauffrau bis 08.2004

A-Levels

2000 Gymnasium & Internat Schloss Hagerhof, Bad Honnef

EDV SKILLS

MS-Office	Workday, HiBob	Zoom, MS Teams
Miro, Padlet, MindMaster, Canva	KI tools	Oracle HR

Soft Skills

Economic, pragmatic & solution-oriented mindset

Analytical distance

Flexibility & high say-do ratio

Empathy

Leadership Skills

Uncertainty Competence

Training

Essener Unternehmerverband (EUV)	labor law for leaders (yearly)
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X-Pert Business	Payroll Management
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FernUni Hagen	certified, systemic Business Coach
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koviak Akademie für Konflikt- und Führungskompetenz	Mediator , focus: conflict management systems, team mediation
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Zentralinstitut für seelische Gesundheit	Mental Health First Aider (MHFA)
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ongoing **Supervisions and Intervention meetings**

Compenencies

Non-violent Communication M. Rosenberg

Facilitation- and Coaching tools for **Online- und Presence-settings**