



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



# Curriculum Vitae

## 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.

## Personal



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12.03.1980 in Rheine



[www.hrinterim-kindervater.de](http://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**

# Nina Kindervater

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**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)

X-Pert Business **Payroll Management**

FernUni Hagen certified, **systemic Business Coach**

koviak Akademie für Konflikt- und Führungs-kompetenz **Mediator**, focus: conflict management systems, team mediation

Zentralinstitut für seelische Gesundheit Mental Health First Aider (MHFA)

ongoing **Supervisions and Intervision meetings**

## Competencies

**Non-violent Communication** M. Rosenberg

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