

CURRICULUM VITAE

PERSONAL INFORMATION

Full name Gălăţanu Mihaela-Denis

Summary

25 years of experience in managerial positions, of which:

- 14 years in human resources as Director of Human Resources / Administrative Director (E.ON Gaz si Electricitate area, Industry area: Bunge S.A., Azomures S.A.)
- 10 years in Operational Management (Head of Production Plant - Bunge S.A., Manager of the Inter Oil Oradea Factory, Operational Director at Ness Technology).
- 3 years in General management as General Manager / Deputy General Manager (Specialiste Computer Center- IT, E.ON Servicii)
- 2 years in Quality as Quality Assurance Manager and 10 years as the Management's Representative for Quality.
- 5 years as a Member of the Management Board (Bunge S.A., Specialiste Computer Centre, Ness Technology).

WORK EXPERIENCE

Dates

December 2019 - present day

Occupation or position held

HR Manager, Nuclearelectrica CNE - the energy sector (over 1600 employees).

Main activities and responsibilities

Coordination and supervision of the Human Resources Department (recruitment and selection, contract administration and payroll, training and development, performance evaluation, succession plan, negotiation of the Collective Labor Agreement, managing RD, LA programs during the pandemic.

Projects in progress: the Development of the Human Resources Strategy for 2020 - 2030.

Designing a system for granting salary bonuses, in relation to the importance of work, (group and individual) performance and the level of responsibility.

Dates

June 2018 - November 2019

Occupation or position held

HR Manager, Servicii Publice Iasi

Main activities and responsibilities

Coordination and supervision of the Human Resources Department (recruitment and selection, contract administration and payroll, training and development, performance evaluation, and so on).

Dates

June 2012 - May 2018

Occupation or position held

Human Resources and Administrative Director, AZOMURES, part of the AMEROPA Group - An Industrial Company with over 2.700 employees

Additional duties: the Management's Representative for the Integrated Environmental Quality Management.

Replacing the General Manager (right of signature for the bank accounts, negotiation and signature of commercial contracts).

Reports to: the General Manager.

Main activities and responsibilities	<ul style="list-style-type: none"> - She develops and implements the Human Resources strategy for Azomures; - She develops and implements the Administrative & Human Resources Policies in order to achieve the Company's objectives; - She develops and implements the selection and recruiting process based upon professional criteria and fair play. She conducts the final interviews for managerial positions and she negotiates the contractual conditions for managerial positions. - She develops and supervises the training and development system (performance management, 360-degree feedback, training needs assessment, training programs, succession programs and career development). - She is responsible for the training budget. - She develops the Program of Beginner Engineers / Beginner Operators (in collaboration with universities and specialized high schools across the country). - She develops the system of compensations and benefits in order to motivate the company's employees. (Performance management, salary scales, KPI-based bonus system). - She develops the Social Responsibility Strategy, including Internal Communication and External Communication. - She proposes and develops continuous improvement processes. - She controls and optimizes the departmental costs. - She negotiates the Collective Labor Agreement with the representative Union, within the allocated budget limits. - She oversees the IT Department. - She oversees the HSE Department (Health, Safety and Environment, Firefighting and Safety, Environment). - She oversees the Administrative Department. - She is responsible for the allocated budget: 38.000 Euros.
	<p>Main achievements (Projects)</p> <ul style="list-style-type: none"> - The reorganization of the HR team and the internal communication process, in accordance with modern HR principles. - The supervision and negotiation of the Business Transfer for the maintenance and logistics department. - The design and implementation of a new payroll system (Hay Principles), design and implementation of a performance appraisal system, performance management. - The development and implementation of the Beginner Engineers (Trainees) project, the recruitment and selection of 120 beginners and the inclusion in the Succession Plan.
Dates	January 2010 - May 2012
Occupation or position held	COO (Chief Operating Officer) and a Member of the Management Board at Ness Technology - IT Company.
Main activities and responsibilities	<ul style="list-style-type: none"> - She develops and implements the Ness Group's policies related to the areas: Human Resources, Finance and Accounting, Procurement and Project Development, cost optimization). - She is responsible for daily operation (Human Resources, Project Development monitoring, logistics and procurement, financial - financial analysis and control). - She is responsible for the financial audit process (USGAAP/Statutory/SOX) and audit for the Quality Assurance System. - She is responsible for negotiating contracts (Commercial Procurement Contracts / Employment Contracts). - Number of supervised employees: 150.
Name of the employer	Ness Technology S.R.L. (part of Ness Group - USD 620 million turnover, a provider of ERP (Enterprise Resource Planning) solutions, Business Intelligence, SAP, CRM, IT software specific solutions).
Type of business or sector	IT & Communication
Dates	February 2008 - December 2010
Occupation or position held	Human Resources Division Director at EON Gaz Distributie (until June 2008). Transferred to EON Servicii S.R.L. with the reorganization of companies. Deputy General Manager - EON Servicii S.R.L.

Main activities and responsibilities

- Management of the Human Resources division (120 subordinates that provide Human Resources services for the 9000 employees of the companies E.ON, Gaz si Electricitate (initially only for Gaz and starting in January 2009 also for Electricitate).
- A member in the Management Board contributing to the process of elaboration and decision of the company's strategy (Human Resources - Business Partner, a contributor to the company's business results).
- Translating the Company's strategy and Vision into a set of Guides, Policies and Procedures, operating in order to implement the Business Plan and achieve the Objectives.
- Development and coordination, implementation of plans and programs for the efficient use of human resources, to achieve the group's objectives: recruitment and selection, labor relations, payroll, training and development, at the level of the entire organization.
- Approval and control of the remuneration system in order to attract, motivate and retain employees and maximize the company's profit.
- Coordination of human resources services, at central and local level, providing indirect leadership to the next level of human resources managers, in order to ensure a high degree of professionalism.
- Coordinating the performance management system through human resources functions, in order to ensure a high degree of ability, motivation and devotion, to inspire a performance-oriented culture.

Main achievements (Projects)

- The negotiation of a collective labor agreement for gas and electricity, with both Unions, valid starting July 2009.
- Coordination of the merger project (Electricity and Gas), design of the new organizational structure, responsibilities, work procedures, harmonization of the salary system (Hay Principles), organization of business transfer of staff from EON Energy to EON Services.
- The coordination of the cost optimization project and the restructuring process for the gas companies.

Name of the employer

EON Servicii S.R.L.

Dates

December 2006 - February 2008

Occupation or position held

General Manager of Specialiste Computer Center Romania, member of the Management Board of S.C.C. Romania, part of the Specialiste Computer Center British Group (UK).

Main activities and responsibilities

- The development and implementation of Financial, Operational, Procurement and Human Resources Policies and Procedures for S.C.C. Romania.
- Cost optimization.
- Designing a recruitment system, compensation and benefits, employee development.
- Implementing a Quality Management System and obtaining the ISO certificate in June 2007.
- Operational development through the implementation of new projects/services.
- Number of employees: 150.

Main achievements (Projects)

- Building a successful, stable team in Romania (from 17 to 150 employees during the first year).
- The development of the team in order to transfer 9 large clients from S.C.C. UK to S.C.C. Romania, after the first 6 months, by improving, at the same time, the quality of services (Response time, number of resolved incidents / hour, with a number of employees reduced by half, compared to the teams in the UK).
- Obtaining the ISO and ITIL certificate (with Lloyd Company).
- Finding a new workspace and coordinating the transfer to the new location, according to SSC standards, without interrupting the provision of services to customers.

Name of the employer	Specialiste Computer Center Romania (a branch of S.C.C. UK).
Type of business or sector	IT, Services.
Dates	August 2001 - November 2006
Occupation or position held	Administrative & Human Resources Director, Member of the Management Board of S.C. BUNGE S.A.
Main activities and responsibilities	<p>Responsibilities:</p> <ul style="list-style-type: none"> - The development and implementation of Human and Administrative Resources Policies and Procedures, development of managerial tools in the 4 Bunge companies in Romania, in order to achieve the Bunge Group's objectives (Recruitment and selection, training and development, compensation and benefits, payroll, performance management, career management and management of the succession plan, reporting of human resources indicators). - She represents the interests of Bunge Romania in relation to the 3 unions, including the negotiation of the three collective agreements, in accordance with the delegation received from the Director General. <p>Achievements:</p> <ul style="list-style-type: none"> - Project Manager for the Bunge Romania Company Integration Project: UNIREA, MUNTENIA, INTEROIL (Merger); - The development of an adequate organizational chart, at national level. - Participating in the evaluation through the "Assessment Center" of the top and middle management and setting up the management teams for: UNIREA, MUNTENIA, INTEROIL. - Implementing the system of: Job descriptions, Job Analysis, Skills Matrix for the 4 companies. - The negotiation of Collective Labor Agreements, according to the Bunge requirements. - The coordination of the Collective Restructuring Program in MUNTENIA (200 employees), including the negotiation with the union, responsible for internal and external communication, the relationship with the authorities.
Name of the employer	Bunge Group in Romania: UNIREA S.A., INTEROIL S.A., MUNTENIA S.A., Bunge S.R.L.
Type of business or sector	FMCG
Dates	1998 - 2000
Occupation or position held	Quality Manager
Main activities and responsibilities	<p>Responsibilities:</p> <ul style="list-style-type: none"> - The design and implementation of a quality system in UNIREA in accordance with the ISO 9002/1996 - ISO 9001/2000 standard. - The development of internal and secondary party audits. - Coordinating the quarterly Management Analysis sessions. <p>Achievements:</p> <ul style="list-style-type: none"> - Obtaining the ISO 9001 Certification in 2000 as a common result of the efforts of the management team.
Name of the employer	UNIREA
Type of business or sector	FMCG
Dates	1990 - 1998
Occupation or position held	Head of Refinery plant

Main activities and responsibilities	<ul style="list-style-type: none"> - The organization, coordination and control of the production activity in order to achieve the objectives regarding quantities and quality; - Planning and coordination of the monthly and annual (preventive and corrective) maintenance. - The training and development of the Oil Refining Plant team (54 employees).
Name of the employer	UNIREA
Type of business or sector	FMCG
Dates	1987 - 1990
Occupation or position held	Engineer trainee
EDUCATION AND TRAINING	<p>Master's degree in Human Resources Management, Westminster University (UK) 2002 - 2004.</p> <p>Engineer Diploma, Faculty of Electrical Engineering, Industrial Energy specialization, "Gh. Asachi" Technical University of Iasi.</p> <p>1982-1987 Certificate, Personal Profit Analysis (DISC), Thomas;</p> <p>2017 Authorized course certificate in occupational health and safety management (OSH and ES), Risk assessment ("Petru Maior" University of Targu-Mures);</p> <p>2017 Upgrade SR EN ISO9001:2008 to SR EN ISO 9001:2015, 2016;</p> <p>2016 Leadership, GKTI, Certificate;</p> <p>2011 Crisis Management, Achelis & Partners - TRAINING;</p> <p>2006 Master's degree in Human Resources Management, Westminster University (UK) 2002 - 2004;</p> <p>Certificate, Management of Customer Relations, Effective Management, Financial Management CODECS Bucharest and Open University, UK;</p> <p>2001 Front Line Management, Key Business Indicator Romarketing, Romania -TRAINING</p> <p>2001 Certificate, Quality Management, University D'Angers, France - TRAINING;</p> <p>1999 Certificate, HACCP, DQS, Germany - TRAINING;</p> <p>1999 (training 6 months) Certificate: TQM, PC, TPM, 5S, Sumikin Management co & Osaka University - Japan - TRAINING</p> <p>1997 Management Training in British Industry, University Central Lancashire, UK.</p>
Native language	Romanian

Foreign languages

Self-assessment
European Level (*)

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	

English	C2	Advanced level	C2	Advanced level	C2	Advanced level	C2	Advanced level	C2	Advanced level
French	C2	Advanced level	C2	Advanced level	C2	Advanced level	C2	Advanced level	C2	Advanced level

(*) Common European Framework of Reference (CEF) level

Social skills and competences	The ability to motivate teams, leadership, good communication at all levels of the organization.
Organizational skills and competences	Strategic thinking, planning and organization of management teams, in order to achieve the desired results.
Technical skills and competences	External auditor, ISO 9001, Personal psychological profile analyst Thomas, Risk assessor, MS Office, Outlook, SAP and Charisma user.
Other skills	An open mind to novelty, a positive and entrepreneurial and a tenacious personality; the ability to work under stress and pressure.
Driving license	Category B