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## Profile

A motivational people manager with twenty-five years experience in the fields of Recruitment & Contracting, Outsourcing and Inspection Services in the energy sectors.

Entrepreneurial in spirit, dynamic and dedicated team player that is committed to service excellence and best practice. Proven experience in establishing, managing and restructuring recruitment operations and building successful businesses in a multicultural environment. Extensive international experience encompasses 6 international / expatriate assignments with regional responsibility for Asia Pacific and the Middle East managing owned operations in 12 Austral-Asian and 8 Middle Eastern countries, including: Singapore, Indonesia, Malaysia, Thailand, Vietnam, Myanmar, Hong Kong, China, Korea, Philippines, India, Australia, UAE (Dubai and Abu Dhabi), Qatar, Kuwait, Oman, Iraq, Kurdistan and Saudi Arabia.

Work experience include: directorship, regional management, general management (people & processes and finance), conception and implementation of regional strategies with full budget and P&L responsibility, high level business development, client / key account management, service delivery, project tendering, contract negotiation and contract management for large international Oil & Gas projects. Regional experience include the sourcing, negotiation and management of Regional partners to expand geographical footprint and dealing with local sponsors.

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## Career Accomplishments

- ◆ Grow the business in the Middle East & India region from Euro 56 to 92 million with a head count increase from 900 to 1,950 contract staff in the period 2010 to 2014 (Brunel Middle East & India)
- ◆ Centralized all financial & accounting operations and the recruitment operations in the Middle East
- ◆ Established new legal entities and operations in UAE (DMCC Free zone in Dubai), Central Republic of Iraq (Baghdad) and KRG (Erbil), Oman (Muscat) and a partnership in Saudi Arabia (Ras Tanura)
- ◆ Successfully dealt with a pre-existing sponsorship conflict, including legal representation, court case proceedings and sourcing of / transferring to a new sponsor
- ◆ Key member of Steering Committee, Change Board and Implementation team for Global IT projects, including state of the art CRM system, Compliance system and Finance systems
- ◆ Grow the business in Asia from Euro 70 to 110 million between 2007 and 2010
- ◆ Achieved a close to 300% revenue increase in Singapore (from 75 contractor staff to in excess of 450) and a record revenue of Euro 85 million for Singapore in 2008 (this was 10% of Brunel international's total revenue in 2008 contributed by operations from 26 countries)
- ◆ Delivered and managed revenue growth of 120% in one year (contractor staff increase from 850 to 2,500) and restructured Finance & Operations departments, including the successful implementation of a back-office system (Manpower Outsourcing Services)
- ◆ Restructuring the Industrial Inspection Division into a profitable business (SGS Thailand Limited)

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## Professional Experience

### **Mentor IMC (International Management Consultants)**

*Mentor International management Consultants, an English based Euro 100 million (2014) Oil & Gas exclusive Project Management and Project Resourcing company. Headquartered in London, UK, Mentor IMC operates from its own international network of offices in Europe, the Americas and Asia Pacific ([www.mentorimgroup.com](http://www.mentorimgroup.com)). Since December 2013 Mentor IMC is a wholly owned subsidiary of the French company Vinci, a global player in concessions and construction employing more than 185,000 people in 100 countries with a annual turnover of Euro 38 billion in 2014*

### **Regional Manager Asia Pacific (Singapore)**

**Jan 2015 to March 2016**

Based out of the regional head office in Singapore, responsible for managing all Mentor IMC entities in the Asia Pacific region (Singapore, Korea, Malaysia, Thailand, Japan and Australia). Hired to assist the organization in transforming from a centralized managed and organized Business (UK) into a full fledged regional business set-up with regional head quarters in the Americas, Europe and Asia Pacific. The Asia Pacific region currently contributes to 75% of Mentor IMC's global revenues and profit.

**Brunel International****2004 to 2014**

*Brunel International N.V., a Dutch based Euro 1.283 billion (2013) recruitment and staffing company specialized in Project Management, Recruitment and Consultancy services for the Engineering, Oil & Gas, Aerospace, Automotive, ICT, Finance, Legal and Insurance & Banking industries. Brunel operates from our own international network of more than 109 branch offices in 40 countries. The company is listed at Euronext Amsterdam N.V. (www.brunel.net).*

**Regional Director Middle East & India (Dubai, UAE)****2010 to Aug 2014**

Based out of the regional head office in Dubai, responsible for managing all Brunel entities in the region: Dubai, Abu Dhabi, Qatar, Central Republic of Iraq, Kurdistan, Kuwait, Oman and India as well as a partnership in Saudi Arabia. A total of 8 operational offices, 110 internal staff and an external contractor work force of 1,950 people.

**Regional Director South East Asia (Singapore)****2008 to 2010**

Responsible for managing Brunel entities in Singapore, Malaysia, Indonesia and Korea which encompasses a total of 7 offices and an external contractor staff of approximately 800 people. In addition responsible for Brunel's business in China, Hong Kong, Myanmar and Vietnam, which are run from the Singapore office.

**Regional Manager South East Asia (Singapore)****2007**

See Regional Director 2008 - 2010

**General Manager (Singapore)****2004 to 2006**

Responsible for the managing the Singapore Operation with an office staff of 25+ people and an external contractor staff ranging between 100 to 450 people at peak. Additional responsibilities for the development, expansion and diversification of business South East Asia.

## Achievements:

- ◆ Responsible for achieving a significant (288%) growth of the business
- ◆ Initiated and successfully established a global database management Support center in Singapore to support the world-wide operations of Brunel Energy
- ◆ Tendered, Negotiated and executed two major manpower services contract for two large Oil & Gas development project with multiple project sites in USA, Singapore, Indonesia and China. Total project value exceeding US\$ 50 million per year
- ◆ Successful executed & managed major projects in Singapore, Malaysia, Vietnam, China, Korea and Nigeria.
- ◆ Turnaround Inspection Department and re-activated the Permanent Staff Recruitment division to profitable businesses

**Manpower**

*Manpower Inc. a US based US\$ 12 billion MNC, a world leader in permanent, temporary and contract recruitment, employee assessment, training, career transition and organizational consulting services (www.manpower.com)*

**Manpower Outsourcing Services Ltd. – Makati City, Philippines****2003 to 2004****General Manager**

Responsible for the management of the two previously acquired Philippine entities of Manpower in the Philippines: Manpower Outsourcing Services Inc. (temporary and contract recruitment) and Prime Manpower Resources Development Inc. (international recruitment & deployment overseas of Filipino professionals and permanent staff recruitment). The operations in the Philippines include five Branches/Businesses on four locations. Main challenge paradigm shift and culture change to adapt to the international standard of Manpower worldwide. Reporting to Senior Vice President Asia Pacific based in Singapore.

## Achievements:

- ◆ Managed exponential growth of temporary staff assigned to clients within a 12 months period from 750 to over 2,400 personnel and a corresponding revenue growth from US\$ 1.7 to 3.7 million
- ◆ Doubled the number of overseas placements from 300 to 600+ in one year
- ◆ Successful implementation of Back Office System (integrated payroll & billing)
- ◆ Accomplished strong reduction in delinquent debt (from over 40% to <10% of total AR)

## **Société Générale de Surveillance (SGS)**

*Société Générale de Surveillance is a Swiss based US\$ 3 billion MNC, world leader in inspection, testing, certification and trade monitoring services (www.sgs.com)*

### **SGS (Thailand) Ltd – Bangkok, Thailand Division Manager**

**1999 - 2002**

One of the global sectors within SGS is the Project Resourcing Services (PRS) sector, which offers a comprehensive range of services aimed at providing flexible solutions in the field of Human Resources, including contract manpower, permanent staff recruitment as well as administration and pay-rolling services.

As from January 1999 responsible for the Project Resourcing Services Division which including full P&L and budget responsibility, business development, sales & marketing, key account management, finance, contract administration, recruitment, staff training & development. Reporting to Managing Director of SGS Thailand.

As from November 2000 established dedicated recruitment company for SGS in Thailand: SGS Recruitment & Project Services Limited. Achieved profitability in eight months.

As from September 2001 became responsible for the (loss making) Industrial Services Division. This division provides 3<sup>rd</sup> party inspection services, including NDT. In the first half of 2002 completed a restructuring within this division and made it profitable in 2002.

Additional responsibilities:

- ◆ Regional Coordinator South East Asia for cross-border activities and business development within the PRS sector covering: Thailand, Malaysia, Singapore, Philippines, Hong Kong, Korea and Taiwan.
- ◆ Regional Coordinator South East Asia for implementing AgencyBase (Sales & Recruitment Database System). Implementation completed in August 1999.

### **SGS Philippines, Inc. - Makati City, Philippines Division Manager**

**1997 to 1999**

Seconded from TPS Unimecs Nederland B.V. on an 18 months assignment to establish a new Manpower Services Division for SGS in the Philippines.

Responsibilities the same as described for SGS (Thailand) Limited, except for the Regional Coordination roles and managing the inspection division.

Additional responsibilities:

- ◆ Key member of project team involved in review & selection of a global sales & recruitment database.
- ◆ Project Leader during 12-month live field test of the proposed Sales & Recruitment Database System.
- ◆ Writing procedures and standard documentation for ISO 9002 Certification

### **TPS Unimecs Nederland B.V. - The Hague, the Netherlands Sales Manager**

**1991 to 1997**

*TPS Unimecs (subsidiary of the SGS group) is an international consultancy organization, specialized in the provision of project and construction management and engineering support to clients in the processing (oil & gas, (petro) chemical and pharmaceutical), manufacturing, telecommunication and energy sectors of industry.*

Responsible for establishing a new International Business Unit servicing clients in Germany, Austria, Switzerland, France, Italy, Spain, Portugal and Greece for projects in Europe, Middle East, Far East and Africa. Clients were major engineering, construction, manufacturing and operating companies.

Detailed responsibilities include preparation of budgets and forecasts, business development, sales & marketing, preparation of tenders, contract negotiation, contract management & administration and coordination of recruitment staff.

Achievements:

- ◆ Successfully negotiated and managed US\$ 100K to 15 mio. Industrial Consultancy contracts in Greece (Natural Gas Pipeline project), Saudi Arabia (Cement Plant project), Iran (PVC project), Indonesia (Coal Fired Power project), Turkey (Gas Fired Power project), Nigeria (Refinery project).

**1989 to 1990 : Inter AT Technical Projects – Amsterdam & Rotterdam, the Netherlands**  
**Sales & Recruitment Consultant / Branch Manager**

**1999 to 2000**

*Inter AT is a recruitment company, specialized in technical professionals (supervisors, engineers and managers), servicing mainly design engineering, construction contractors and equipment manufacturers.*

Initially based in the Head Office, the duties included business development and marketing of services as well as the recruitment of technical personnel for permanent and contract staff in mechanical, process and electrical engineering disciplines.

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**Personal details**

Dutch National, married, born 20<sup>th</sup> November 1965

**Education**

1989 BSc. Technical Business Administration, the Rijswijk Institute of Technology, Rijswijk, the Netherlands

1985 Technical College, Electrical Engineering, specialty in Electronics, Christelijke MTS, Leiden, the Netherlands

**Training**

Through career participated in a large number in- and external training courses in management and leadership development, executing business strategy and change management, sales management, key account management, marketing and sales, law and contract drafting, contract management and administration, conflict management and finance.

**Languages**

Fluent in English and Dutch, conversational German

**Other interests**

Active in sports: dragon boat racing, mountain biking, scuba diving, golf as well as enjoy outdoors, traveling and reading.