

Curriculum Vitae



Thomas Klaemmt

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Profile

A strategic, international HR leader with significant **digital HR transformation** expertise, managing large-scale multi-national and multi-vendor transformation programs. Proven track record in maximising efficiency and employee experience in HR through **innovative HR Operations** services, strengthening overall HR capabilities and business impact. Optimising talent attraction, retention and recognition via **best-in-class Rewards** solutions.

Experience

Vice President, Global HR Operations, Rewards & Digital

Ferring International Center SA.

Apr. 2022 – today

Industry: **Pharma**, Location: **CH**, Scope: **global**, Span: **40+ FTE**

Summary

- » **Establish HR Operations** as a function, consolidate administrative services and restructure the payroll landscape.
- » Design and implement the **Rewards strategy** and policy framework, including leading benefits for family building and redesigning LTI and STI schemes.
- » **Maximise HRIS value** generation by investing in AI, automation, and user experience.

Key Achievements

- » Transformed the existing Executive Compensation function into a **full-scope Rewards function**.
- » Designed a new **target operating model for HR**, significantly reducing cost whilst improving HR capabilities.
- » Global **HR operations function is fully embedded** in the HR operating model.

Global Head HR Information Systems

Implenia AG

Nov. 2019 – Mar. 2022

Industry: **Construction**, Location: **CH**, Scope: **global**, Span: **40+ FTE**

Summary

- » Shape the **global digital HR Transformation**, preparing the HR organisation for business growth.
- » Plan the setup of a **global HR Operations function** with shared service capabilities.
- » **Drive Change initiatives** to increase overall HR efficiency and effectiveness.

Key achievements

- » Successful **deployment of SAP SuccessFactors** in the Swiss home market and an agreed global roll-out plan.
- » Instituted a **digital transformation roadmap** integrated into the overall HR strategy.

Skills

- » HR Strategy Design and Implementation
- » Digital HR Transformation
- » Digital innovation
- » Organisation Development
- » Business restructuring
- » HR Operating Model design and transformation
- » Rewards Strategy and Operations
- » Sourcing-Model
- » HR Shared Services setup and operations, incl. Payroll
- » Business Process Management

Languages

- » German (native)
- » English (business fluent)

Gallup Clifton Strengths®

- » Achiever
- » Analytical
- » Relator
- » Responsibility
- » Intellection
- » Strategic
- » Self-Assurance
- » Deliberative
- » Learner
- » Activator

Global Head HR Solutions & Systems

Syngenta AG

Aug. 2013 – Nov. 2019

Industry: **Agriculture / Chemicals**, Location: **CH**, Scope: **global**,
Span: **40+ FTE, >10 mio. EUR budget**

Summary

- » Design and Architecture accountability for the **global HR Transformation program**, enabled by a **global Workday and Service-Now roll-out**.
- » Accountability for the **Design, Architecture, Implementation, Operations** and Continuous Improvement of the entire HR Technology landscape, including Workday, and others.
- » Facilitate the **HR Investment portfolio** and accountability for successfully delivering critical strategic projects.
- » Establishing and leading a global team of in-house Consultants, IT and Data Architects, and HR IT specialists.

Key Achievements

- » **Set up an in-house service centre in Pune (India)** and build a team from the ground up.
- » **Global roll-out of Workday** with a big-bang go-live in over 15 countries in parallel.
- » Installed a continuous improvement practice that delivered measurable value year on year.

Head of HR Systems

Vodafone Group Services GmbH

Oct. 2007 – Jul. 2013

Industry: **Telecommunications**, Location: **DE/UK**, Scope: **global**,
Span: **40+ FTE, >50mio. EUR budget**

Summary

- » Design and **end-to-end Implementation of a global SAP-HR** system underpinning a **new global HR operating model** across 22 countries in Europe, Asia and Africa.
- » Limit localisations to the systems and processes to **ensure consistency of the model** while **minimising the total cost of ownership**.
- » Selection, Design, global roll-out and operations of several best-of-breed solutions.

Key achievements

- » Agreed **global process model** for HR across all process areas and implemented **in time and in budget across 22 countries**, achieving more than 40 successful deployments in one year.
- » **Successfully select (RFI, RFQ) best-of-breed solutions** for Reward, L & D and Resourcing; fully integrate the solutions into the existing architecture and global roll-out.
- » Newly created a **global HR systems function**, operating as one team across geographical boundaries
- » **Business transformation** across all countries and regions, enabling a **global HR delivery model** and **global shared services**.

Solutions

- » Workday
- » SAP SuccessFactors
- » Service-Now
- » Cornerstone
- » HRIS (Beqom, Achievers, ...)
- » RPA solutions (Power Automate, Blue Prism, ...)
- » AI tools (Claude, Perplexity, ...)
- » Analytics (Power BI, Data-bricks, ...)

Prior roles

- » Oct. 2003 – Sep. 2007
Manager HR Information Systems
Vodafone D2 GmbH
- » Jul. 2002 – Oct. 2003
Senior Project and Account Manager
Vodafone Information Systems GmbH *1
- » Jul. 2001 – Jun 2002
SAP HR Consultant
Mannesmann
Telecommerce GmbH *1
- » Apr. 2000 – Jun. 2001
SAP HR Software Engineer
Mannesmann
Datenverarbeitung GmbH *1

*1 same entity, rebranded following reorganisation and acquisition.

Education

- » 1997 – 2000
Software Engineering
Degree “Datenverarbeitungskaufmann (IHK)”
Mannesmann
Datenverarbeitung GmbH
- » 1986 – 1996
University Entrance
Diploma (“Abitur”)
Theodor Fliedner
Gymnasium der ev. Kirche
im Rheinland