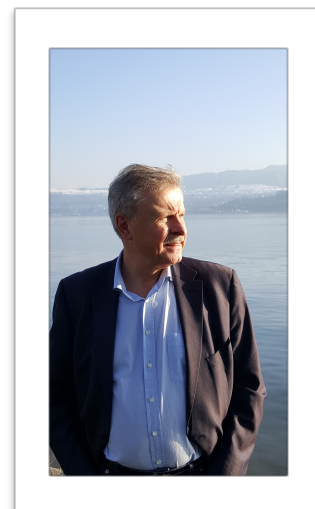


Curriculum Vitae

Personal data

Name: Jesper Bulskov
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Email: jb@bulskov.ch
Web: www.bulskov.ch
Nationality: Danish
Family: Married, 3 children



Increase your project's expertise bench-strength in areas such as:

- **General Management** (filling the gap ad Interim) of a company
- Leading **strategic change management projects** or processes
- **Restructuring** involving people or part of a merger or divestiture
- **Union negotiations** either as stand-alone or part of any of the above

And I apply this through a result and growth dedicated focus with a strong and differentiated HR expertise (restructuring, negotiation, deal due diligence, team recruitment/assessment, building growth teams).

It's all about quick impact solutions!

Career

2017

Selecta Group

Interim Group HR Director

Location: Cham, Switzerland

Results

HR integration preparation (roadmap)

Establishing an FTE baseline including full costs of both companies

Talent & Retention (identification of talent, designing retention packages, establishing the newco talent and performance management system)

Organisational engagement (mainly through a Pulse Check)

Designing the Top300 compensation & benefits structure

Organizational design and blue print of the newco

Designing the newco Purpose and Values

Acting as a strong speaking partner to the Executive Committee members/CEO

2011-2015

Gategroup

Vice President HR Europe & Africa / Chairman, gategroup

Location: Zürich, Switzerland

Results

- Driving restructuring projects in Scandinavia, Germany and Belgium, which resulted in a breakeven for Scandinavia and a closing of the operation in Belgium
- Instilling a performance management culture as well as driving it
- Hands on recruitment of top positions in order to form the division
- Personal coach for the European Leadership team members and top 100
- Driving the annual talent management process covering the top 300
- Driving the annual comp & ben process
- Co-design of vision, strategy and objectives for gategroup's new focus. The result was a clear strategy, new organisation and hiring of key people
- M&A projects leading the HR workstream
- HR IS project management
- Project management of whistle blower process. Chairman today
- Re-established a governance model for the legal European subsidiaries (the Chairman role)

2009-2010

Coloplast A/S

Senior Vice President Corporate HR

Location: Humlebæk, Denmark

Results

- Sales subsidiary project implemented in less than 6 months resulting in a world class performance of Coloplast in terms of product launch, revenues and market value (EBITDAM went from 10 to +30%)
- A new Leadership model implemented to support the new sales subsidiary setup
- An HR strategy was established
- A new talent management process implemented and running
- Organisational Review process for all sales subsidiaries
- New incentive structure proposed
- A leaner and more efficient HR function at a lower cost by scrapping an ERP project and eliminating HR positions not needed by the business
- The HR Business Partner set-up established and running
- PeopleSoft (ERP) was re-launched

2007-2009

Rockwool International

Vice President Group HR

Location: Hedehusene, Denmark

Results

- Establishing a new Group HR function from scratch
- Implementation of the new Rockwool Group values through a global process
- Developing a new performance management system aligned with the overall talent management process and values
- Establishing a new Mobility policy for the Group's expats in line with the Group's rapid expansion and growth
- Talent management implemented (leaders, project managers and specialists)

2001-2007

Alfa Laval Group

Senior Vice President Corporate HR

Location: Lund, Sweden

Results

- Delivered 2 strategic business projects (for sales subsidiaries as well as strategic marketing for the central organisation). Both were the foundation for the growth of the revenue from approximately 15-18 billion SEK
- Developed and implemented a new HR strategy globally with a stronger focus on HR Business Partners supporting the business
- One of the driving forces behind the increased sales performance in Latin America and Central/Eastern Europe through an increased focus on recruitment of sales people and their performance
- Delivered a new top and middle management leadership training
- Established top succession plans with the Board
- Established the Alfa Laval University with an external board
- Revised performance management system for all leaders globally and implemented 360° and assessment of leadership quality in relation to the corporate values

1998-2000

Alpharma Inc

Corporate HR Director

Location: Copenhagen

1996-1998

S.Dyrup & Co. A/S

HR Manager

Location: Copenhagen

Direct reference to the CEO

1982-1995

SAS Service Partner (today gategroup)

Worked overseas in Saudi Arabia, Germany, Holland and Korea in various operational and HR positions

Education

2001-2006

Miscellaneous Top executive programmes at Ashridge Business School

1992

MOP, Insead

1990

Finance for non-financial managers, MCE

1983

B.Sc. (Civildkonom), Copenhagen Business School

1976

Business College graduate

Languages

- English fluent (spoken and written)
- German fluent (spoken and written)
- Danish fluent (mother tongue)
- Swedish and Norwegian business fluent
- Dutch conversational
- Arabic, Korean and Turkish basic and rusty

Spare time activities

- Mostly with the family (summer house and travelling around the world)
- Half marathon, badminton, sailing and fishing
- Winter swimmer in Lake Zürich and Roskilde Fjord
- Studying historical events
- Literature and biographies. Working on my first book to be published
- Working on our old house
- Genealogy