

CV

Voss Natalia



Working experience

04/2015 –
current

Baltika Breweries, Carlsberg Group **HR Business Partner**

Responsibility: Strategic and operational HR support to corporate functions: Finance, Legal, Corp. Affairs, HR, IT and Security.

Achievements: Structure transformation in controlling and CA. Brought in to use new financial tool OCM for keeping People expenses under control. Co-lead “One Window in HR” project, as a result get increased HR service level.

02/2013 –
04/2015

Baltika Breweries, Carlsberg Group **Head of the Corporate University**

Responsibility: To discover business needs for employees training and development in line with company strategy. Develop Corporate University as part of HR brand.

Achievements: Shift focus in development from trainings to on-job development. Develop Leadership program to regional level - program LEAD!. Introduce facilitation and mentoring as a tool in the company. Develop automatization for training process.

02/2013 –
12/2011

Baltika Breweries, Carlsberg Group **Head of T&D Group**

Responsibility: Assessment of training needs. Increase support to SCh function. Supervision of successors for Plant Directors Positions.

Achievements: Implementation of coaching and mentoring instruments. Implementation of “Develop others” training. Launch qualification assessment for SCh department.

04/2006–

- 12/2011** **Baltika Breweries, Carlsberg Group**
T&D Manager
Responsibility: To assess business needs for training and development. Implement and supervise succession plans for Managers. Development of leadership programs for middle and line Management.

Achievements: Develop and launch of New Leadership program. Launch of Internal Trainers School. School expanded to 40 trainers.
- 2004 - 2005** Work as a part of project team with McKinsey and provide HR consulting during merging process 4 breweries.
- 2003 - 2004** **Maternity Leave**
- 2000 - 2003** **Vena Brewery**
Head of HR Department
Responsibility: Further development of HR policies and procedures, Establish grading system, To build and lead HR function of 7 direct reports.
Achievements: Built HR department. Established C&B processes. Implemented Competency Model for recruitment and development needs. Develop Leadership program and internal trainings
- 1997 - 2000** **Vena Brewery, BBH**
HR Manager
Responsibility: Recruit new personnel, Develop and implement new HR tools. Establish HR policies and procedures.
Achievements: Developed Annual Performance Process, Lead development of new IT systems for HR
- 1996 - 1997** **JTI (Japan Tobacco)**
Assistant to HR Vice President
Responsibility: Assist to HR VP in administration of HR work with expatriates. Maintain data base.

Education

- 1990 - 1995** SPb Electrotechnical University (Information technology, master degree)
1994 - 1996 Saint-Petersburg State University (Physiology/HR management, master degree)
2004 - 2005 International Management Institute of St.Pete (IMISP), Management diploma
2013 Karen Rihter Trainers school

Skills

Advanced user MS Office (Word, Excel, PowerPoint) Outlook, Lotus
 Fluent English, Basic French

Additional information

Day of birth 02/08/1973, married, have two daughters (17 and 13 y.o.)