



I am **Teresa Bieler-Stütz**,
 Founder & CEO of TBS-Consulting
 - an **HR-** and **Sustainability Consultancy** with a
 focus on **Interim-Management, HR-Processes,**
Ethics and **ESG** - Environmental, Social & Governance.

MMag. Teresa Bieler-Stütz, MHR

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Personal Abilities

Curiosity

Adaptability

Responsibility

Creative Problem-Solving

Logical Thinking

Emotional Intelligence

Empathy

Languages

	A1	A2	B1	B2	C1	C2
German	○	○	○	○	○	●
English	○	○	○	○	○	●

Certificates & Qualifications



Womentoring Programme for young Women in Executive-Positions
 Certified Trainer "Gender Speak – Workplace Communications"
 Communications- and Performance Management Training
 International HR Talent Space - Deutsche Telekom
 NLP Practitioner - Trinergy International
 Better Business Presentations
 Training as Internal Auditor
 Process Communication
 Compliance Trainer



Experience



since 3/2013 bzw. since 7/2020

Founder & CEO

Customers:

Pharmaindustry / Medical Products:

- **Bausch & Lomb Germany, Austria, Switzerland**
 - **Interim Head of Human Resources DACH** (Dec 2021- Aug 2022)
Crisis-Management & Team Expansion (4 to 12 Team Members);
Employee responsibility for 1000 Employees concerning Full Employee Journey, Budget Responsibility: 56 Mio. € per Year; Monitoring Spin-Off Change
 - **Interim Head of Compliance & Data Privacy DACH** (Sept 2020 - Nov 2021)
- **A. Menarini GmbH Austria (HR & Legal & Compliance Consultancy)**
- **Amarin Corporation PLC (Management Consultant HR, Strategic Compliance & Data Privacy Europe)** - supporting product launch activities for preventing cardiovascular diseases
- **Aerocompact Group Holding AG (Oct 2022 - Feb 2023)**
 - **Interim Global Head of ESG, People & Culture**

ICT/ Telecommunication:

- **Open Networks GmbH** (Introduction of Flexible Working, Guidance of Transformation and Change in Merger & Acquisition process)

Public-sector Enterprises/Infrastructure/Art/ Education:

- **Wiener Stadtwerke GmbH** (SDG-Training Course)
- **Kunsthalle Wien GmbH** (Compliance & Risk Advisor)
- **FH Burgenland GmbH** (Sustainability Consultant)
- **Wirtschaftsakademie Wien** (Lecturer)

Various small Businesses in Industry and Retail



Experience



since 9/2020

External Lecturer

Corporate Sustainability, Innovation (Biomimicry), Organisationsgestaltung, Sustainable Human Resources Management

9/2015 - 9/2020

Manager Legal Affairs, Compliance, Data Privacy & Sustainability CEE & Austria

Chiesi Pharmaceuticals GmbH, Vienna, Austria

Legal & Compliance & Data Privacy, Corporate Sustainability & Responsibility

- Establishment Legal & Compliance Department and Strategy, Structure and Compliance function in Austria and the CEE countries; Communications Department (8 Employees in CEE)
- Strategy for Governance and Compliance in Austria and CEE countries
- Member of the Standing Committee PHARMIG Legal & Compliance
- Planning, Controlling, Coordinating, Ensuring and Communicating the Legal & Compliance processes, guidelines, risk minimization and analysis
- Support and Consulting, Providing Contracts and Agreements for operational Business/Consignment Stocks, Insurances, Licensing, Distribution and Marketing Agreements; Coordination of external Lawyers
- Implementation and Monitoring of relevant cross-divisional Guidelines und SOPs, Code of Ethics & Conduct, Health, Safety & Environment Principles
- Legal & Compliance Trainings
- Conduct of Legal & Compliance Audits and Assessments in the CEE region
- Data Protection Officer for Austria and responsible person for CEE affiliates
- GDPR implementation in all CEE affiliates by operational and strategic Guidance, Instructions, Templates, Standards, Responsible for the Administration of the Registers, Risk Assessments and GDPR Agreements
- Set up of Change Programme on Sustainability Shared Value approach with Strategy Formation, Mission Statement, Workshop Facilitator and Program Management for CEE
- Responsible for Community Engagement and Health, Safety and Environment coordination
- Responsible for Internal Communications



9/2012 - 9/2015

Human Resources Manager Austria & CEE HQ

Chiesi Pharmaceuticals GmbH, Vienna, Austria

Human Resources

- HR-Team Management (3 member team) incl . Contracts, HR administration, Payroll, Consulting on Legal Affairs and Data Security issues
- Human Resources Business Partner for the Austrian Business and CEE Functions, HR generalistic function and responsibility (operationally, conceptually and strategically) for the whole HR cycle
- Consulting Top Management and Managing Director Austria & CEE/CIS Functions in all HR aspects incl. HR Budget planning, reporting, steering and responsibility (€ 8 Mio.)
- Recruiting, Coaching, Personnel & Organizational Development
- Development of HR Concepts, Strategies, Standard Operating Procedures/Guidelines (Health & Safety, Onboarding, Training and Education, Working Time Models, Conflict Management, Compensation & Bnefits processes, Travel & Car policy, Employee Interviews, Employee Satisfaction Surveys etc.)



1/2011 - 8/2012

Diversity Manager Group Headquarters & Geschäftssteuerung

Deutsche Telekom AG, Group Headquarters, Bonn, Germany

Group Human Resources

- Strategy and roadmap planning, as well as responsibility for the €14 million budget to implement diversity programs; focus on: fair share, work-life and generations
- Budget- und Personnel Planning
- Team-Management of 18 Members; Accomplishment of KPIs
- Secured buy-in and support among key senior-level stakeholders for diversity programmes by cementing a clear and focused strategy for the diversity team and by proactively championing each project's long-term benefits
- Enabled the realisation of €20M savings over 5 years by successfully migrating all employees, contracts, and service level agreements to the newly centralised legal entity, completing the transition project in record time

7/2008 - 1/2011

Expert Labour Law / HR Legal Advice & HR Projektmanagement

T-Mobile Austria GmbH, Vienna, Austria

Human Resources

- Made significant contributions to a variety of special projects representing up to €106M in business costs /value as the department's sole subject matter resource in the realm of labour law
- Played a key advisory role in a critical effort to rapidly restructure the compensation and benefits programme following a merger with NSN
- Implemented and facilitated numerous training sessions for corporate executives in such issues as labour law, compliance, anti-bribery, and data security.
- Selected for a short-term assignment with the Sales & Channel Development / Market Invest team, collaborating among cross-functional legal, compliance, and business sales groups to drive a deep legal and financial analysis of the company's indirect sales channels (September-December 2010)
- Ranked among the group's top 50 employees, landing membership in the prestigious HR Talent Space of Deutsche Telekom Group

1/2007 - 6/2008

Consultant Labor and Insolvency Law

Chamber of Labor & Employees, Eisenstadt, Austria

Business Law Division

- Managed the complex procedures to ensure fair employee treatment surrounding corporate insolvencies
- Oversaw varied matters, such as employee payroll, accounting, and billing processes following insolvency filings
- Represented and served as a member of the Board of Creditors during insolvency legal proceedings
- Communicated with and advised employees of insolvent companies on their rights under labour and insolvency laws



Education



11/2009 - 9/2011

Master of Human Resources Management (MHR)

Rotterdam School of Management

Masterthesis: The reasons behind satisfaction with career opportunities – a qualitative study



4/2003 - 12/2007

Master of Law (Mag.)

University of Vienna

Area of Specialization: Labor and Social Law, Sports Law



10/1999 - 8/2003

Master of Business Administration (Mag.)

Vienna University of Economics and Business

Area of Specialization: Human Resources Management, Organization & Materials Management

Ehrentätigkeiten

- since 2021 Advisory board on sustainability development of the FH Burgenland group of companies
- since 2020 Mentor and Pro Bono Consultant at Social Entrepreneurs Network Austria (SENA)
- since 2020 Mentor at WOMENTOR for young women
- since 2020 Workshops on SDGs with schools (Global Design Challenge)
- 2018 - 2020 Head of Finance and Administration Montessori Kinderhaus Langenzersdorf
- 2004 - 2012 Board member of the non-profit basketball club G.E.T.S.G.O

