

# Samantha Post Uiterweer

## Education

### **Postgraduate Business Degree, Cornell University, NY, 2008**

Focus on human resource, business leadership, and business administration.

### **Bachelor of Economics, Hogeschool Inholland, NL, 2001**

### **Bachelor of Business Administration, Mecuria University, FI, 2001**

Dual emphases on human resource and information technology. Double degree program.

## Experience

### **Senior HR Manager EMEA, May 2008-August 2012**

**Ergotron, Nortek Inc., Eagan MN, Amersfoort NL, Ergonomic Solutions  
IT Hardware, 1600+ employees (55+ EMEA), \$400 mil. revenue, B2B**

Head of HR management in 7 countries, Europe and Middle East. Designed new benefit plans, pension and healthcare. Key driver of people mapping and succession planning. Recruitment of 100% of employees with \$0 recruitment budget and no agencies 15+ a year). Leader in compliance, health and safety, due diligence and acquisitions. Enriched and managed all generalist HR duties with one direct report.

### **HR Advisor Global Innovator, December 2006-May 2008**

**LG Electronics EU Headquarters, Almere NL**

**Consumer Electronics, 91K+ employees (120+), \$48 bil. revenue, B2C/B2B**

Spearheaded the development of appropriate HR structure and resourcing to deliver business objectives. Lead the ethical management, all corporate trainings, corporate culture and change manager, communication and business advisor. Responsible for all global innovation activities in the business using Six Sigma methodology and establishing key metrics and departmental KPI structure for HR Group. Grew recruitment of vital talent and lowered recruitment budget by 67%. Responsible for all employee relation matters.

### **HR Executive, November 2004-November 2006**

**International Paper - Arizona Chemical EU Headquarters, Almere NL**

**Manufacturer pine-based chemicals, 1000+ employees (200+), \$767 mil. revenue**

Accountable for the full-life cycle recruitment and management of induction process. Realization of personnel and training system, internal and external training programs, and employee survey. Coordination of expats, immigration, relocation and relations. Creation of employee handbook, process maps and data-room for acquisition. Influenced and administrated all HR tasks.

### **HR Assistant, December 2001-June 2003 and January 2004-October 2004**

**Mattel EU Headquarters, Amstelveen NL**

**World's largest toy manufacturer, 30K+ employees, \$6.24 bil. revenue**

Establishment of training program Europe-wide including analysis, budget, organization and design. Development of rewards program and employee initiatives. Tracked professional development/performance, business review, succession planning. Manage student recruitment and 20 interns. Direct support for the VP HR Director, administrative duties, and European wide projects. Creation of Mattel intranet and introduced virtual office concept. Active member in Peoplesoft and Oracle Global Transformation implementation team.

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U.S. Citizen

## Certifications

GPHR – SHRM  
Six Sigma Green Belt  
SHL + Administrator  
ISO 9001/14001

## Expertise

Recruitment  
Business Partner  
Culture Transformation  
Generalist HR

## Design

Benefits  
Compensation  
Communication Plans  
Process Mapping  
Recruitment Plan  
Training

## Implementation

Pension  
Healthcare  
ISO 9001/14001  
Peoplesoft  
Policy

## Reporting

KPI's  
Headcounting  
Subsidiary reporting  
Executive  
Budget

## HR Tools

ADP  
Taleo  
Ceridian  
Brassring  
People Inc  
OnlineRecruit  
Personnel Manager  
HR Toolbox  
Peoplesoft  
Webhire  
LGEP  
HRIS

# Samantha Post Uiterweer

## Experience

**HR Project Specialist, June 2003-January 2004**

**General Electric Consumer Finance UK, Leeds UK**

**GE Capital Global, Credit services-call center, 300K+ employees (+2000), \$151+ bil.**

Recruited by formal VP HR at Mattel for 6 month project to streamline the recruitment process with temporary labor and to integrate software throughout the business. HR member on steering committee, project management responsibilities included creating business case, cost benefit analysis, standardizing and revising temp recruitment method with Six Sigma improvement process. Once the project was moved I was responsible for high volume recruitment plan (250 heads/ quarter). Running assessment centers, testing, job fairs, university recruiting, and interviewing (50 pp. per week). Management of weekly induction program (approx. 20 persons), process improvement, administration and voice of customer feedback reporting. Digitization project to create a computer based induction and appraisal system.

## Additional Experience

**Lecturer of Strategic Human Resources, January 2011- February 2012 (8 hrs. a week)**

**Hogeschool van Amsterdam (University of Amsterdam), NL**

Professor of HRM for 1st /3rd year students in the part-time course, one evening per week focusing on strategic HR and US law.

**Mystery Shopper and Merchandiser, June 1994-Current (ad hoc)**

Part-time mystery shopping and merchandising in the US and Europe for more than fifteen different companies. A range of facilities and events.

## Goals

Making my employer  
an employer of choice.  
Identifying and achieving  
HR best practices

## Accomplishments

ARA President  
Ergotron Global  
Significant Achiever  
Type 80 wpm  
E&B award

## Programs

Visio  
MS Office  
MS Project  
Photoshop  
Image Ready  
Lotus Notes  
Markview  
Org Chart  
SPSS  
Oracle

## Languages

VB  
Flash  
Cobol  
Dreamweaver  
VB Outlook Forms  
Issues Database  
Achiever+ Audit  
HTML

## Memberships

SHRM  
PHRMA  
Worldwide ERC  
Women's Club  
WorldExpat

## About Me

Energetic  
Optimistic personality  
Originally from Virginia  
Initiator Hokey Pokey Elmo  
Currently writing a book  
Up for any discussion  
Constantly learning  
I speak Dutch