

# CV Eric Haesen

## Profile

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Experienced leader with a focus on entrepreneurship, business, people and technology. Started and grew companies to market leader positions in their sector. Focus on team building by creating an inspiring work environment with a culture of success. Extensive international experience, a.o. in Switzerland, France, Belgium and Germany. Supervised M&A activities in Benelux and integrated 4 acquired companies.

## Market Experience

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- R&D business
- IT services business
- Traffic, Trade & Industry
- Public
- Energy & Utilities

## Knowledge and Competencies

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- (International) Business Management
- Sales and business development
- Delivery in different business models (outsourcing, projects, consultancy and staffing)
- Human Resources Management
- Business Administration

## Education

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- Eindhoven Technical University, Master Computer Science, Graduated Cum Laude
- University of Amsterdam, Business Economics (2 years)

## Languages

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Dutch	Native
English	Professional level
German	Professional level
French	Good

## Career Summary

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2023 – present	Business coach, investor, program manager
2019 – 2022	Regional Director for Alten in the Benelux
2018 – 2019	Board Member Helveting Engineering (CH, Alten)
2012 – 2018	Country manager Alten NL & Orion Engineering
2009 – 2012	Managing director Alten PTS
2005 – 2008	Founder & director Alten Nederland
2001 – 2004	Managing Director LogicaCMG
1996 – 2000	Associate Director CMG
1990 – 1996	Consultant IT at CMG

## Career Overview

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**Jan 2023 – present**

### **Owner Positor Consultancy**

Business coach and investor for startups in technology. Currently active in several participations, more information on request.

Positor Consultancy offers program and interim management and consultancy and advice on organisational, strategic and technological topics.

**Sep 2019 – Dec 2022**

### **Regional Director Alten Benelux**

P&L responsible for all Alten activities in the Benelux, covering 4 companies: Alten Nederland, Orion Engineering, Alten Belgium and Alten Luxembourg. Total size of 1850 employees, revenue in 2021 of € 160 M and an EBIT of € 29 M (18.3%). Member of the board of the international cluster consisting of Sweden, Finland, Denmark, Italy, Spain, Portugal and the Benelux, in total 12.000 employees.

Main focus was on rebuilding and stabilizing the Belgian management team. This was achieved in two years by internal promotions of high potentials, coaching of existing talented senior management and selecting the future directors. Changed the leadership style from KPI and pressure driven to entrepreneurial and team driven. Heavily reduced the attrition of consultants by giving priority to communication and training.

Brought the financial, HR, IT, communication and recruitment teams under Benelux management. Created a common Benelux Technical management to strengthen synergy between the countries.

As a result the company returned to growth in 2021 with +6,5% in revenue and +4% in consultants in Belgium.

The companies in The Netherlands proved their strength with +10% in revenue and +22% in consultants (+8% in Alten NL and +40% in Orion).

Responsibilities:

- Building and developing the business organisation
- Create a strong technical management for higher added value models (projects, outsourcing)
- Determine the overall strategy for market approach and service and technology diversification
- Optimize the staff departments with a special focus on HR and Recruitment
- Pursue an active acquisition strategy: qualify potential acquisition candidates, evaluate, negotiate and in case of success, integrate into the existing organisation.

**Jan 2018 – Sep 2019**

### **Board Member Helveting Engineering A.G, Switzerland**

Helveting was acquired by Alten Group and as part of the deal the former owners had an earn-out period during 2018 and part of 2019. I served as a board member and liaison to the Group, supervising the activities of the other board members and starting the integration of Helveting into the Group.

Set-up the internal MDP for Helveting to train new business managers. Presented the Group to the employees and participated in many communication events. All communication was done in German.

**Jul 2012 – Dec 2018**

**Country Manager for Alten in the Netherlands**

P&L responsible for Alten Nederland, Orion Engineering and the shared service center for NL.

Alten Nederland grew from 174 consultants in 2012 to 555 consultants end of 2021. The company was reorganised in Business Units with a competence/geography focus. The BUs were combined in 2 divisions, Technology and IT. The business management grew from 11 to 34 in this time frame, using an MDP program for internal consultants and by training external candidates.

From 2012 until now we opened 3 new locations, Amstelveen, Groningen and Hengelo, added several new services such as Mechatronics, UX and Technical testing. The business was shifted from 90% consultancy (time & material) to 60% now with 40% or over 200 consultants working in in-house projects.

In 2015, through my personal network, managed to acquire Eclipse IT, a 100 consultants IT company. Managed a successful integration which was the start of the IT division.

Created a strong company culture through core value key words Technology, People, Open & Involved, Aim high and Fun. With an attrition rate of 15% and 50% of the recruitment coming from referrals and open applications this culture has contributed strongly to the success.

Orion Engineering grew from 212 consultants to 433 end of 2021. The main growth was achieved in the last 2 years. My involvement consistent for a large part of selecting the right director for this activity and guiding and coaching him. Operational management was done by the director Orion. Positioning Orion in the market in relation to Alten, creating synergies in market approach, coaching in the development of the business organisation and setting the annual strategy for markets and services.

In 2018 Orion acquired BAST Techniek in Utrecht, 100 employees, to strategically expand to new geographies. Integration was successful and Orion is now active in 4 locations: Eindhoven, Capelle a/d IJssel, Utrecht and Apeldoorn.

**Jan 2005 – Jun 2012**

**Founder and director Alten Nederland**

Founded together with a partner Alten Nederland as a start-up in co-operation with Alten Group. Participated in the shares of Alten Nederland with an option for Alten Group to buy in 4 years.

Started in Capelle a/d IJssel with a subsidiary in Eindhoven. Focus was entirely on technical software development, main clients were Shell, Rijkswaterstaat, Philips and ASML.

Grew the company in 3 years to 60 consultants with an EBIT in 2008 of 23%. Built the organisation with a strong focus on entrepreneurship, professionalism and company culture.

In 2008 Alten Group acquired PTS Software, a 90 consultants' company with focus on technical software engineering. Despite the larger size the decision was taken to integrate this company into Alten Nederland. I managed this complicated integration and was able to maintain the size of 150 consultants, even during the 2009 crisis.

**Jan 2001 – 2005**

**Managing Director LogicaCMG**

Managing director of several business units in IT areas Software Development and Infrastructure. In this role profit and loss responsible with a revenue of € 18 million. This business unit employed 155 professionals, 8 managers and 10 supporting staff.

Responsibilities:

- Strategic and tactical business planning for the business unit.
- Commercial positioning and sales management.
- Operational management (projects, consultancy)
- Managed the integration of the Logica in the CMG organisation in the Rotterdam office.

**Jan 1996 – Dec 2000** **Associate Director CMG**

As associate director I helped setting up the business unit software in the markets Trade, Transport & Industry. The business unit grew from 45 to 100 professionals in this period. Member of the management team for the business unit with the following tasks:

- Overall account manager for Lucent Technologies.
- Account manager Prorail
- New business development and account management for several other accounts in the telecoms industry.
- Operational management for a team of 30 consultants.

**Aug 1990 - Dec 1996** **Consultant CMG**

Worked as consultant in numerous CMG projects, both in software engineering for innovative technical projects and in infrastructure projects.