

VICTORIA VALENTIN PIETERS

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PERSONAL DETAILS

Maiden Surname: Konjore
Citizenship: Namibian
State of health: Good
Criminal record: None
Driving license: Code B Full and Clean

PROFESSIONAL SUMMARY

HR Professional with experience in diverse organizations that are industry leaders in their respective industries. This has implanted a culture of high performance in me as I became part of teams that strive to set the industry standards. A resourceful team player with the ability to build relationships with employees and management at all levels. An advisor with a reputation for sound judgement and one that passionately thrive on making a difference in peoples' lives.

The pride of my successful career was having to set up the HR Business Unit of ABB Namibia and G4S Namibia who are both industry leaders in their respective industries. The approximately 20 years generalist HR experience of which 12.5 of those have been in Senior Executive role has made me an exceptional HR Strategic Partner that is able to work with senior executives to translate the broader People strategy to simple attainable objectives for employees on all levels.

KEY SKILLS

- Leadership
- Performance Management
- Teamwork and Collaboration
- Labour Relations
- Change Agent & Management
- Conflict Management
- Interpersonal Skills
- Talent Management
- Project Management
- Human Resource Management
- Knowledge of legislation affecting HR function and employment
- Data analytics and projection
- Conflict resolution and problem-solving skills
- Outstanding Verbal and written communication skills
- Employee engagement and wellbeing
- Compensation and Benefits Administration

LANGUAGE PROFICIENCY

- English Fully professional
- Afrikaans Fully professional
- Nama/Damara Native

QUALIFICATIONS

1. **B-Tech Human Resource Management** - **Obtained 1999**
Cape Technikon (Cape Peninsula University of Science and Technology)
2. **National Diploma – Human Resource Management** - **Obtained 1998**
Cape Technikon (Cape Peninsula University of Science and Technology)
3. **Management Development Programme Certificate** - **Obtained 2006**
University of Stellenbosch
4. **International Labour Standard Certificate** - **Obtained 2015**
International Training Centre of ILO

PROFESSIONAL MEMBERSHIP

- National Labour Advisory Council of Namibia Member - March 2013 to Feb 2020
- Executive Director for ABB Namibia - March 2016 to 31 July 2020
- Executive Director for G4S Namibia - November 2010 to February 2016
- Director for Rosh Pinah Private Health Care - 01 January 2022 till 29 February 2024

EMPLOYMENT

Hyphen Hydrogen Energy (Pty) Ltd

18 March 2024 to Present: Head of Human Resources

Key Responsibilities

- Strategic HR Leadership
 - Develop and maintain comprehensive HR Strategy, Policies & Procedures
 - Align HR Practices with green energy objectives and project sustainability
 - Create, implement and assess initiative to enhance employee engagement.
 - Foster motivated, inclusive and environmental responsible culture.
 - Nurture positive employee relations
- Policy Development
 - Develop and continuously review HR and related policies that will promote a conducive work environment that promotes employee productivity through unleashing their abilities.
- Talent Acquisition & Management
 - Establish and manage comprehensive talent attraction and management programmes encompassing onboarding, training and career development.
 - Build a talent pipeline through strengthening employer brand and crafting an attractive Employee Value Proposition.

- Organizational Design, Workforce Planning & Optimization
 - Craft organizational design as guided by the project strategy in line with the respective timelines.
 - Drive workforce excellence through data driven recommendations.
- Performance Management
 - Develop Performance Management Strategies that will enhance productivity and employee growth.
 - Design and implement a reward and incentive scheme that will compliment the Performance Management Strategy.
- Compensation & Benefits
 - Develop and administer competitive, fair and equitable compensation and benefits program that will promote building a Global Workforce through attracting best local and international talent.
 - Develop job descriptions as per project value chain and operational requirements.
 - Conduct job analysis, job evaluations and job classifications.
 - Participate in remuneration and labour market surveys.
 - Develop a consistent compensation and benefits philosophy that will ensure that compensation practices are compliant to local legislation whilst aligned to international best practice.
 - Lead the Payroll function in collaboration with finance to ensure legislative compliance and adherence to audit standards.
 - Streamline the payroll process
 - Conduct ongoing research into emerging trends and best practices.
- Human Resources Metrics & Reporting
 - Implement comprehensive HRIS
 - Provide data driven recommendations for strategic decision making
 - Leverage data analytics to enhance HR initiatives and continually refine operational efficiency.
- Learning & Development
 - Develop and maintain excellent orientation program.
 - Develop and maintain Learning and Development Strategy that is aligned to Business Strategy.
 - Facilitate and implement initiatives that improve productivity in the organization.
 - Develop and maintain the Training Strategy and Plan

Vedanta Zinc International – VZI

Skorpion Zinc/Namzinc Mine – Namibia & BMM Gamsberg Mine - RSA

16 August 2021 – 29 February 2024: Skorpion Zinc/Namzinc - Head of HR (Namibia)

01 July 2022 – 28 February 2023: Black Mountain Mining – Gamsberg Operation (RSA) – Head of HR

Key Responsibilities

- Formulate and implement People Management Strategy
- Implement and maintain effective and efficient systems, processes, policies and practices.
- Lead and management the HR Business Unit in an inspirational manager to constantly deliver quality service based on best practice.
- Optimum Strategic alignment of the HR function with the business
- Managing of HR Budget
- Leading the HR team
- **Management of the Company Housing & Other Property**
- Coordinate/Facilitate HR related Business initiatives e.g., Graduate Programme, Succession/Understudy Programme
- Lead employee relations function including managing of Trade Union relationships.
- Ensure effective risk (SHEQ) management

ABB (Africa Cluster Countries) –

Angola, Botswana, DRC, Kenya, Mauritius, Mozambique, Namibia, Tanzania, Uganda, Zambia & Zimbabwe

01 January 2020 to 30 November 2020 - Country HR Manager (HR Director) – Fixed Term Contract

Reason for leaving: End of Contract

Key Responsibilities

- Member and HR Lead of Project Tiger Team facilitating the winding down of ABB Operations in the cluster countries.
- General HR Support
- Finalization of redundancy activities in all these countries.
- Management of Fixed Term Contracts/Employee Headcount in all these countries including but not limited to on-boarding and terminations.
- Strategic business partner to Business Leaders team on HR function in terms of backlog execution and winding down of operations.
- Manage and implement ABB HR initiatives.
- Lead employee relations initiatives toward maintaining an open and engaging work environment with focus on compliance with federal laws, regulations, and mitigation of any labour risks.
- Achieve cost savings and improve execution by standardizing, streamlining and centralizing transactions and processes.
- Remuneration policy implementation and monthly payroll facilitation
- Assist in winding down of operations from an HR perspective.
- Manage labour relations and ensure compliance to financial and labour legislation.

ABB Namibia, Zambia, Angola and Botswana

01 March 2016 to 31 December 2019: Country HR Manager (Human Resource Director)

Reason for leaving: Redundancy – ABB Namibia winding down operations

Key Responsibilities

- Established the Human Resource Business units for ABB Namibia and Zambia.
- Develop and implement strategic plans of the company and business and can help managers translate strategy into practice.
- Aligns People Strategy to Business Strategy and secure implementation of HR policies in the business/function.
- Strategic business partner to Division/ Local Business Unit management team on HR function within business group.
- Manage and implement ABB HR initiatives.
- Develops culture and climate, and coaches' line managers to become excellent leaders.
- Coordinate and oversee compensation planning, performance management process and succession planning activities.
- Guideline management to align employees' capabilities (headcount, professions, locations, competencies) to the mid-to-long-term business needs
- Human Resource consulting, including working with LBU to identify performance gaps and the development actions to close the gaps.
- Lead employee relations initiatives toward maintaining an open and engaging work environment with focus on compliance with federal laws, regulations, and mitigation of any labour risks.
- Ensure that leadership behaviours, policies and practices foster an environment of openness and trust improving the ABB brand as an employer of choice.
- Achieve cost savings and improve execution by standardizing, streamlining and centralizing transactions and processes.
- Leverages HR Centre work streams and tools to achieve strategic objectives.
- Understands overall business needs and structures focusing on transformational and strategic aspects of HR.
- Develops culture and climate, and coaches line managers to become excellent leaders.

G4S Namibia

01 July 2014 to 28 February 2016 - Human Resource Director (Promotion)

11 October 2010 to 30 June 2014 - Human Resource Manager

Reason for leaving: Resignation – Career expansion & Diversification of experience

Key responsibilities

- Established the HR department for G4S Namibia
- Plan, develop and implement a strategy for HR and of all policies, including recruitment policies, quality procedures, discipline, grievance, counselling, remuneration and benefits, employment contracts, learning and development, employee wellness, diversity, and inclusion.
- Ensure other departments understand all necessary aspects and needs of HR development, objectives, purposes, and achievements to director level.

- Evaluate training programmes for staff and implement new training solutions that meet the needs of the business and the people.
- Do research on HR matters to keep abreast of latest HR trends. Raise awareness of leaders of future emerging trends both internally and in the external marketplace with proposals to address gaps.
- Managing of HR Budget
- Managing Remuneration and Benefits Structure of the company
- Manage compliance to legislation and corporate governance in terms of remuneration and benefits.
- Present management reports to board level.
- Ensuring compliance with all policies
- Partner with senior executives to translate the broader People strategy to a tailored HR plan and manage employee issues.
- Coach managers to ensure capability for the organization to manage change and transformation effectively.
- Work with business to develop effective business communications which reflect company values and avoid contractual/legal exposure.
- Provide HR focused input to senior management to close employee satisfaction gaps.
- Support and partner with senior management in the strategic planning of change processes such as business re-engineering initiatives from conception to implementation
- Drive PM/Talent Management process & ensure leverage across business groups enhancing capability.
- Drive and deliver HR communications and education programmes.
- Ensure capability for the organization to manage change and transformation effectively.

Old Mutual Namibia

01 May 2007 to 30 September 2010 - HR Consultant – Remuneration & Benefits

Reason for leaving: Resignation - Career Growth

Key responsibilities

- Remuneration & Benefits Management
- Supervision of Payroll Administration
- Provide generalist HR functions for various business units (Recruitment, Industrial Relations, and Performance Management)
- Providing IR Advice to OM Management within the Group Schemes BU
- Facilitate recruitment and selection of the Group Schemes BU
- Managing maintenance of HR Master Data on Oracle HR Management System
- Reconciliation of Payroll & Third-Party Payments
- Manage compliance to legislation and corporate governance in terms of remuneration and benefits.
- Facilitate annual salary reviews and make recommendations to management.
- Management of Payroll Administration Service Level Agreement between with Old Mutual Namibia and Old Mutual South Africa
- Facilitate Payroll Audit Review
- Budget & Expense Management for Remuneration & Benefit section
- Manage and administer various Incentive Schemes for Old Mutual Namibia
- Monitor individual performances per Business Unit (Cost Centre) and consult with Business

Unit HR Consultants

- Co-facilitating – Old Mutual Management Development Programme
- Co-facilitating – Old Mutual Graduate Accelerated Programme (GAP)

National Housing Enterprise

01 August 2004 to 30 April 2007- HR Consultant – Compensation & Benefits (Promotion)

01 July 2003 to 31 July 2004 - HR Officer

Reason for leaving: Resignation – Career Growth

Key responsibilities

- Maintaining of Master HR Data including payroll data
- HR Administration & Communication
- Payroll Administration & Processing
- Administration of Payment to Third Parties
- Reconciliation and of Payroll & Third-Party Accounts
- Ensure compliance to legislation and corporate governance in terms of HR practices including remuneration & benefits.
- Facilitate Annual Salary Reviews & make recommendations for management approval.
- Recruitment and Selection
- Industrial Relations
- HIV/AIDS & Wellness Coordination
- Facilitation of Training and Training Administration

Mobile Telecommunications Corporation (MTC)

01 August 2002 to 28 February 2003 - HR Officer - Generalist

Reason for leaving: Resignation – Medical Reasons

Meat Corporation of Namibia (MEATCO)

01 June 2001 to 31 July 2002 - HR Officer - Payroll

Reason for leaving: Resignation – Career growth

Edgars Namibia/EDCON

November 1999 to 31 May 2001 - Personal Assistant to MD and HR Administrator

Reason for leaving: Resignation – Career growth and position was only half day

Referees

- Upon request