

Josep Anton Mestre

Interim Manager at IOR Network for Talents

jamestre@ior.es



Summary

High-performing Human Resources Executive with solid record of achievement across diverse industries and particular expertise as consultant in the area of productivity and competitiveness for industrial, logistics, commercial and sales.

Global strategic and global vision across multicultural and international companies through, transitioning, restructurings, organizational growth, and revitalization initiatives.

Assess and drive solutions to meet organizational needs, Recruit, develop, and retain talented and productive workforce while overseeing a range of benefit and compensation programs.

Since 2005, I am working as self-employed consultant as Mestre & Oliver SL providing a wide range of services from small businesses and international corporations covering the full range of HR essentials:

- Strategic Planning
- HR Compliance / Best Practices
- Employment Systems & Talent Management
- Training & Development
- Performance Management

See extract of main experience below:

SIEMENS: Railway Electric Motors: 18 months, Organization and training

DUSCHOLUX: 6 months. Organization and training.

TACSA: 3 months. Development Manager.

BRY CRANES: 4 months. General Manager Consultant

MEGA FINANCIAL EUROPE: (Miami HQ), Director: CIVIL CONSTRUCTIONS IN ARGELIA, PARAGUAY.

I am currently member of ESADE Social and ESADE Mentor; increasing manager efficiency and company competitiveness. Analysis and evaluation Company Managers and employees; Analysis for polyvalence Company team; Consultant in American Petroleum Institute, ISO 9001, 14001, OHSAS, certifications

Experience

Interim HR Manager at NPS The National Port Services (Saudi Arabia), Sept. 2012- June 2013

The National Container Terminal, (NCT), is the largest container terminal at the Jeddah city. Managing all HR processes from sourcing, recruitment, on boarding training for new project with more than 600 new employees. Hiring processes in Arabia, India, Egypt, Philippines, and Lebanon, India...

HR manager at TCB (Terminal de Contenedores de Barcelona), May 2005 – April 2012.

TCB (Terminal de Contenedores de Barcelona) is one of the largest logistic platform of the Mediterranean Sea. During my collaboration at TCB I was driving two main roles:

1. TCB BARCELONA:
 - Implant and manage performance evaluation, (DPO & EA, compensation policy)
 - Internal communication.
 - Welcome pack and training program.
 - Monitoring internal promotions to Group TCB.
 - Labor relations: driving changes with staff relationship with excellent results.
 - Important reduction on absenteeism.
 - Managing and leading re-engineering departments to increase productivity.
 - Personnel cost optimization due to the crisis in the global economy

2. GROUP TCB:
 - HR Support to all TCB Group Companies around the world.
 - HR Advice and council
 - Manage the start-up in Izmir (Turkey).
 - Security program for travelers and expatriates, (Int. SOS).
 - Establish and standardize most important policies like hiring, compensation, health and safety, works conditions, shifts.
 - Management by competences.

HR Manager at RBA Editores (Editorial Holding): May 2000 - May 2014

Spain, Portugal and South America.

RBA is a Spanish Group leader in magazines, books, National Geographic, and other publications

- Drive the staff ramp-up expansion: personnel increase about 40% during first year.
- Hiring program and salary policy.
- Implement rules and legislation for Health & Safety (HSE).
- Training program for development and professionalization

HR Manager at SANYO ESPAÑA: Jan. 1997 - May 2000

Spanish representative at European Group consul and Member of the European Group for Quality and Productivity.

- Set up, impulse and manage work teams.
- Design and develop loyalty training plans for external staff
- Salaries policies and compensation plans.
- reinforcement of leadership, motivation coaching
- Re-engineering of management careers plans.
- Responsible for the communication between the top management and unions.
- Responsible for General Services and Maintenance of headquarters building.

Achievements:

- Improvement of the company reputation.
- Recovery of the motivation.
- Change the negative productivity since 1989 achieving in 1997 the best results in the history of the Company.
- Completing the possibility to export all over Europe.
- Productivity increase 60% as well and quality products.

Staff Manager SCHWEPPE, S.A. : J1988- Dec 1996).

Ebro / Mediterranean area / 3 Factories

- Design and develop policy and strategy on HR for a new high tech. factory.
- Hiring, training and on boarding in Spain and Europe
- Career Succession plans, generational change, collective agreement,
- Company's culture, design a compensation package
- Performance system, (DPO and EA), (HAY 1991).
- Structured plans of training with a three-year design focusing in new Company strategy.
- Smooth reduction of employees - Minus 35% between 1992 and 1995..
- Wide Security program development.
- Absenteeism reduction to 1/3 implementing security controls at work.
- Industrial and Trade Unions relations: Changed situation and got a +40% of productivity.
- Responsible for Industrial Relationships in Spain.
- Manage Committees to develop new Business projects in sales area.
- Training plans: Management Abilities, Specialization in business areas, professional development, training plans for external collaborators.
- Co-dedication for 6 months to Sales Management in Catalonian area as Director due to Director Illness, (70 employees).
- Design and apply new sales incentives focusing to profit.

ADDITIONAL ACTIVITIES

Coach and Adviser:

Top & Middle Management development, Manager abilities, Negotiation, Internal communication, Team building , Competences selection, Internal & external costumers, Analysis and problems solution, Time management, Public presentations, Outdoors training, HR Master Management, Absenteeism reduction

At the following Clients: IKEA, MAERSK LOGISTICS, SIEMENS, BUREAU VERITAS, FILINOX, ESTAMP, KOSTAL, DIPUTACIÓ DE LLEIDA, CENTRE D' ESTUDIS LLEIDA, COOPERATIVA AGRARIA DE GUISSONA,CENTRE D'ESTUDIS DE LA CONFEDERACIÓ DEL METALL, ANTALIS, CEAM Etc..

Teacher at Spanish Universities and business schools like EADA, ESMA, ...

Course: Integration Technician (Managers for people in exclusion risk)

By e-learning at 20 Spanish Universities for 8 years (2004-2013), and on live at Universitat Abat Oliva in Barcelona.

EDUCATION

University: BUSINESS ADMINISTRATION - UNED

Post-degree studies:

HUMAN RESOURCES MANAGEMENT DEVELOPMENT - ESADE 1996.

PDD - INSEAD, 95/96

MANAGEMENT DEVELOPMENT BUSINESS TEAMS MANAGER - M.D. & T. Barcelona 1994

INTERNAT. TRAINING MANAGEMENT - G.KAESER Madrid 91/92

HUMAN RESOURCES STRATEGY MANAGER - EADA. Barcelona 89/90.

PERSONNEL MANAGEMENT - Esc. Social. Barcelona 79/80.

LANGUAGES

- Spanish and Catalan: mother tongue.
- English: advanced