



Curriculum Vitae

Name: Benjamin Staske, né Gauß
Date of birth / place : 27.05.1986 / Pforzheim, Germany

Home address: Sukhumvit Road, Krung Thep Maha Nakhon
10110 Bangkok, Thailand
(currently)

Educational Accomplishments:

- 01.10.2011 – 30.11.2013 **Master of Science in Management (2,0)**
University of Hohenheim (Germany),
Master thesis on “Employer branding as differentiation strategy for start-ups in the war on talents – an empirical analysis”,
- 01.10.2006 – 30.08.2010 **Bachelor of Science in Business Administration with focus on Human Resource Management (2,0),**
University of Applied Science in Pforzheim (Germany),
Bachelor thesis on “How to improve the quality of vocational training at Tyco Electronics”

Work Experience:

- 23.03.2021 – 08.04.2021 **Moving to Bangkok (Thailand) / ASQ**
- 01.01.2018 – 28.02.2021 **Head of Department at SCHARR TEC GmbH & Co. KG, Stuttgart-Vaihingen (Germany)**
Division: Heating technology and sanitary
- Professional and disciplinary management of 50 employees
 - Responsibility of business revenue of 6,000,00.00 € per anno
 - Employee development and personal coaching
 - Selection and on-boarding of new employees
 - Organizational change processes and restructuring
 - Commercial project execution: Budgeting, reporting, (Follow-up) proposal, accounting and invoicing
 - Relationship building to partners and key accounts
 - Development and execution of marketing strategies
 - Complaint management

01.02.2017 – 31.12.2017 **Assistant of the General Manager at SCHARR TEC GmbH & Co. KG, Stuttgart-Vaihingen (Germany)**

- Project management (corporate merger of five technical subsidiaries to one company)

07.04.2014 – 31.01.2017 **HR Manager at Friedrich Scharr KG, Stuttgart-Vaihingen (Germany)**

- Responsibility for the personnel selection process within the assigned personnel units
- Execution of payroll
- Contact person for industrial employees (e.g. technicians), commercial employees (e.g. sales representatives) and executives (head of departments and managing directors) for all HR matters
- Handling of labour law issues in collaboration with a lawyer
- Organization and supervision of the trainee program for junior sales representatives
- Execution of assessment centers after the pre-selection of applicants
- Conduction of staff interviews (e.g. probation end-of-term interviews, takeover talks, warning talks)

Projects:

- HR development: Introduction of an HR tool for verifiable advanced training on the basis of moodle.de in cooperation with the technology department
- HR marketing: Elaboration of appropriate measures to occupy vacancies in areas of skills shortages (e.g. truck driver with dangerous goods). Among other things, successful introduction of the "Employees recruit employees" measure
- Organization of corporate activities such as company runs

01.05.2012 – 31.03.2014 **Working student at Randstad Professionals GmbH & Co. KG, Leinfelden-Echterdingen (Germany)**

- Recruiting and HR marketing (15h per week)

02.09.2011 – 27.09.2011 **Intern at Consilia Steuerberatungsgesellschaft mbH, Karlsruhe (Germany)**

- Salary and wage accounting

01.01.2011 – 30.06.2011 **Intern at Mercedes Benz Manufacturing Hungary kft, Kecskemét (Hungary)**

- Qualification and education management
- Recruiting of Hungarian apprentices
- Lean Administration

- 01.03.2010 – 31.08.2010 **Bachelor student at Tyco Electronics, Niefern (Germany)**
- Optimization of education processes
 - Organization of workshops with apprentices in order to deduct measures for the improvement of the education quality
- 01.09.2008 – 28.02.2009 **Intern at Daimler AG, Sindelfingen (Germany)**
- In-firm trainings
- 01.10.2009 – 31.01.2010 **Students' tutor for the programme for social and intercultural skills at University of Applied Science in Pforzheim (Germany)** for a group of twelve students
- 01.03.2008 – 31.07.2008 **Students' tutor for cost- and performing accounting at University of Applied Science in Pforzheim (Germany)** for a group of forty students
- 01.09.2007 – 28.02.2008 **Students' tutor for general business administration at applied Science in Pforzheim (Germany)** for a group of forty students
- 01.09.2005 – 31.05.2006 Community Service: Stadtjugendring (Urban youth organization); Mobile sport offers for children
- 01.09.2003 – 23.03.2021 Tennis coach for teens and adults

Other skills:

Language: German (mother tongue), English (fluent, C1)

Software programs: MS Word, Excel, Powerpoint: very good

Social Commitment:

1.TTC Königsbach – Board member

01.11.2010 – now Sport director Tennis

01.11.2008 – 31.10.2010 Press officer

01.11.2004 – 31.10.2008 Youth officer

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FDP (Liberal Democratic Party) - Chapter Königsbach-Stein/Neulingen – Board Member

01.05.2020 – now Vice chairman

Interests: tennis, football, winter sports, cooking, travelling, hiking, running, youth work, diving

Bangkok, Thailand, 05.04.2021