

„Success is achieved when expertise meets clarity and consistent execution – with structure, accountability, and foresight.“



More than 30 years of
experience in HR
Management



Strong analytical skills,
solution-oriented
approach, and
consistent execution



Trusted sparring
partner at
management level



Horst Merten
Personalmanagement

People. Structures. Future.
– Leading with Experience,
Shaping with Vision.

Expertise



Over 30 Years of HR Experience

– Strategic vision combined with hands-on implementation



Strategic & Operational HR Management

– Tailored, practical, and effective



Leadership & Talent Development

– Identifying and developing potential



Change & Culture Development

– Driving change and engaging people



Employer Branding & Recruiting Campaigns

– Attracting the right talent



Restructuring & Employment Law Matters

– Reliable and solution-focused support

Curriculum Vitae – Horst Merten

▶ **2004 – 2025**

thyssenkrupp Automation Engineering

Head of Global Human Resources

Functional leadership for 12 locations and 18 service satellites across 11 countries; responsibility for HR policies, union negotiations, cost management, personnel development, reporting, vocational training, and outsourcing.

▶ **1998 – 2003**

Thalia-Buchhandlung, Hamburg

HR Manager

Development of Human Resources, negotiations with works councils, transfer of operations, reporting, payroll administration and occupational safety.

▶ **1992 – 1997**

Peek & Cloppenburg, Hamburg

Head of HR Department / HR Generalist

Expansion initiatives, workforce planning, and recruitment of specialists and executives