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| PERSONAL INFORMATION |

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| Name |  | **Özacar, Selda** |
| Address |  | **NAR CITY, Maltepe / İSTANBUL**  **Basın Sitesi N0:25, Yalova** |
| Telephone |  | **+90.530.238 14 60** |
| E-mail |  | [**seldaozacarik@gmail.com**](mailto:seldaozacarik@gmail.com) |
| Marital Status |  | Married with 2 boys |
| Date of Birth & Place |  | 14 / 06 / 1971 İZMİT |
| **PROFESSIONAL EXPERIENCE** |  |  |

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| **•** Period |  | May 2018 |
| • Organization |  | Gemlik Gübre San. Gemlik / Bursa |
| • Industry |  | Fertilizer / Chemical Industry |
| • Position |  | **Human Resources and Management Systems Executive Director** |
| **•** Activities & Responsibilities |  | Responsible for leading HR, Management Systems, Quality and Environment, Safety and Health Function |

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| **•** Period |  | November 2015 – April 2018 |
| • Organization |  | SEDAŞ, Sakarya Electricity Distribution Company/Sakarya |
| • Industry |  | Energy Industry (JV of %50 Akkök Group %50 Chez Group; Licensed for Electricity Distribution in Bolu, Düzce, Sakarya and Kocaeli Region with 1700 employees) |
| • Position |  | **Human Resources and Management Systems Director (&Ethical Officer)** |
| **•** Activities & Responsibilities |  | Responsible for leading HR, Management Systems, Quality and Environment, Safety and Health Function   * Responsible for directing HR Functions including Strategic Workforce Planning, Performance Management Systems, Compensation & Benefits policy & programs, Learning & Development, Legal Requirements and Labor Relations with Trade Union etc. (with a team of 14 people) * Responsible for establishing and directing Strategic Management & Management Systems (with a team of 4 people) * Responsible for directing and managing Environment, Health & Safety systems (with a team of 11 people)   Some of the Projects and activities are as follows;   * Leader of Integrated Management System Project (establishment of ISO9001, ISO 140001, ISO10002, ISO27001, OHSAS180001, ISO15838) with NMT Consulting * Leader of Execution of Environmental and Social Action Plan required by EBRD and IFC * Leader of Organizational Review and Optimization project * Leader of Job Evaluation and Grading Project * Leader of SEDAŞ Business Ethics Establishment Project * Member of Corporate Risk Management Committee * Member of Corporate Information Security Committee * Revision of Performance Management System (both in procedural and on software-SAP HR Cloud Solution-Success Factors) * Leader of Sedaş Reputation Management Project * Leader of Corporate Governance Project; revision of vision, mission, and common values, establishment of corporate BSC and Strategy Mapping – leveraging Company scorecard to individual scorecards * Leader of Safety function; lead the whole team meeting the legal requirements and beyond to develop Sedaş Safety Culture (including Site Audits, Work Accidents Analysis, Safety related Learning & Development Plans for different work groups, leading EHS Committees in all regions etc.) |
| **•** Period |  | July 2011 – November 2015 |
| • Organization |  | AKSA Akrilik Kimya Sanayi A.Ş. / Yalova |
| • Industry |  | Chemical Industry |
| • Position |  | **HR Manager & Ethical Officer** |
| **•** Activities & Responsibilities |  | Responsible for leading all HR functions with a team of 13 subordinates; major functions include;   * Strategic Workforce Planning & Budget * Total Compensation & Benefits * Talent Management & Development (with all Akkök Group of Companies) * Performance Management * Organizational Structure, Department & Headcount Responsibilities * Learning & Development * Payroll & Legal compliance * Selection, Recruitment and Retention * Employee Relations * All Corporate issues   Also, responsible for HR process improvements and holding HR Leader position of Strategic Projects, some of them are as follows;   * HR Lead of Spin-off Carbon Fiber Business from Aksa Acrylic Project * HR Lead of Mergers of Aktops Plant to Aksa Acrylic (nearly 300 employees) * Project Leader of insourcing cutting and packaging unit to Aksa Acrylic (nearly 120 employees) * HR Leader of Energy Power Plant establishment after Project phase completion (There were 4 Aksa employees when the Project has been completed in 2012, it has reached nearly 180 employees in 2014. * Took part as Ethical Officer of Aksa in establishment of Business Ethics Management System for Akkök Group and also for Aksa * Leader of Corruption Risk Assessment Project in four function Procurement, Maintenance, Marketing & Sales, and Engineering & Investment * Leading Contractor Management system Project * HR Leader for establishment and closing-up the R&D Center of Aksa * HR Leader of Turquality Project * HR Leader of Sustainability Project for Aksa and also being member of Akkök Sustainability project Team * Leader of Aksa Career Model Project with Hay Consultancy * HR Leader of Aksa Corporate Risk Management Project * Leader of Aksa Talent Management Establishment Project including all white collar evaluations and 360 degree feedbacks t nearly 120 employees including Managers. Also, actively participate Talent Management activities of Akkök Group which mainly focuses on Top Management * Taking part as Aksa Leader for Employer Branding project covering university visits, social media organizations etc. for Akkök Group * Taking part as Aksa Leader for Leadership Development Learning & Development Program in Sabancı Edu for Akkök Group * Taking part as Aksa Leader for Mozaik-HR Software project covering Performance Management, Training, Talent Management and Core HR modules for Akkök Group * Akkök Leader (temporary assignment as Akkök Group Project Manager) for Employee Engagement Survey Project. Great Place To Work methodology has been defined as Akkök strategy and GPTW survey and after survey cycle have been implemented in 11 Akkök companies * Akkök Leader (temporary assignment as Akkök Group Project Manager) for HR Information System project. Oracle Human Capital Management –Cloud has been defined as Akkök HR solution for 11 Akkök companies |

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| **•** Period |  | January 2004 – June 2011 |
| • Organization |  | Cargill Tarım ve Gıda Sanayi Ticaret A.Ş. /Orhangazi |
| • Industry |  | Chemical Industry (Bulk liquid food grade ingredients) |
| • Position |  | **HR Manager** |
| **•** Activities & Responsibilities |  | Responsible for leading all HR functions including:  Strategic HR planning, partnering and leadership:  Serve as an active member of the management team being accountable for establishing and leading BU people and organization strategy that ensures business objectives are achieved (Strategy Mapping Project which has been named as Best Practice in Cargill Global Best Plant Recognition Event). Develop and manage the successful deployment of HR strategies and tactics to the BU.   Provide proactive, innovative, and customer focused HR solutions that are based on knowledge of the BU, employees and established objectives.  Consult and collaborate with Platform HR and BU HR leads on HR related activities.  Continuously look for opportunities to connect to generate additional value.    Global HR Member:  Participate as one of the HR leaders for a regional human resources team. Participated Global Projects like;   * Turkey Local Data Privacy Champion: Take role from the project development phase; responsible of deploying the project and reviewing the strategy * Cargill Foods Russia: 2 years Give support Cargill Foods Russia Business Unit in HR Function especially on customization of Global HR processes based on BU needs; * Data Warehouse: As opinion and implementation lead of HR Data Warehouse review project on European (nearly 50 locations all over the Europe) bases, as a result of the project all production employee’s data’s, career histories, and all kind of training activities have been inserted to the system. * HR Excellence Award: Nominated on Global bases by our in-house developed Performance Management project for production employees and deployed the Cargill global. * HR Delivery Model for Strategic Intent 2015: As one of the HR Leaders in Cargill (nearly 120 leaders) actively involved in 5 days’ workshop to build HR Strategy and delivery Model in order to be business partner of Cargill overall to deliver Strategic Intent objectives. * Leadership Development: Designing and leading Cargill Leadership Academy on Local bases for 6 years; this project has also been nominated as Best Practice in Cargill Global Business Excellence Recognition * Industrial Relations: As a team of 6 HR lead in Europe, review the Cargill strategy and make necessary adjustments * Behavior Based Safety System: As Project Manager, implement the system and continuously give support to have sustainable results –our Process Index results is over 85 out 100, we are in top 10 in all over Europe * Best Plant: Leader of the Best Plant System work with Global Business Excellence Coaches and support the learning and improvement journey of Orhangazi Plant. 2005 & 2010 we have been rewarded as Best Plant in Cargill Global * Business Excellence: Leader of Workforce Focus Element for 7 years; 2006, 2008, 2010 we have been rewarded by Business Excellence Award * Benchmarks: Because of continuous learning & improvement works, we always seek for the “better” practices in Cargill world. Lastly, I started to work with Cargill Salt Business in USA, in order to benchmark our Employee Engagement process   HR Services: Drive the effective and efficient delivery of HR services including total compensation, performance management, recruitment, workforce planning, Leadership & Talent Management, employee engagement, community relations, valuing differences, employee development and change management, human resources information system and internal marketing communication system across the BU.  Responsible of Labor Law follow-up and compatibility. Leverage appropriate Platform, regional & corporate resources, including HR Shared Services and COEs. Provide day-to-day management and coaching for team of HR professionals.  Ensure continuous development of HR talent for Cargill. Also, having coaching relation with designated BU talents.    People Planning: Forecast people requirements to support the BU's strategic objectives to include succession planning, leadership development, diversity hiring and retention strategies, career planning, engagement, and long & short term staffing plans.  Engage BU management and HR Shared Services to develop and deploy tools and resources to strengthen skill/talent development at all levels of the organization.  Initiatives: ISO22000, ISO14001, OHSAS18001, Addition, assigned as Subject Matter Expert Trainee on Customer Profitability project. Also, Project leader of ISO9000:2008 which implementation has been postponed the next fiscal year  Administrative & Health: Lead, manage and control administration budget (nearly 6 M USD) and activities including third parties. Responsible for Occupational and Personal Health programs development and deployment; lead to develop Health Follow-up software which is the only one in Global Cargill |
| **•** Period |  | September 1997 – January 2004 |
| • Organization |  | **AKSA Akrilik Kimya Sanayi A.Ş. / Yalova** |
| • Industry |  | Chemical Industry |
| • Position |  | **HR Deputy Manager** |
| **•** Activities & Responsibilities |  | Responsible for defining, reviewing and improving HR Processes for the company, including:  Strategic HR planning, being partner and leadership: Prepare HR policy and strategy, and yearly HR plans based on Company vision, mission and strategy in close collaboration with organizational leadership. Annually review the Organizational structure and propose innovative enhancements to assist the organization in achieving strategic objectives. Present such proposal to stakeholders and General manager  HR Services: Prepare the Job Analysis, Job Frames, Job Specifications and accordingly establishing competency model on individual, position and organizational basis. Establish, communicate, apply and continuously improve Performance Management System. Develop and introduce a bonus system in line with Hay Salary System & Watson Wyatt Global Grading Structure Lead Watson Wyatt Global Grading Project in the company (approx. 250 position) with a target of establishing a new Total Compensation Structure for AKSA, and suggesting similar structures for other AKKOK companies. Participate in Oracle ERP system implementation project, Lead Oracle HR Module (conduct as is state analysis, design processes, ensure the applications meet business requirements, lead implementation and provide coaching to the rest of the organization) Conduct Employee Satisfaction Survey, analyze, consolidate and prioritize feedback and translate them to meaningful improvement actions. Actively involved in “Community Relations” activities, add value to corporate strategy development activities by providing accurate and timely HR insight  People Planning: Assess the annual workforce needs of the organization, identify gaps and execute the recruitment & selection activities to close such. Forecast leadership and talent needs of the company to support long-term business objectives to include succession planning, competency development, career planning and retention and pension planning.  Initiatives: Lead HR related activities through the EFQM Business Excellence Journey of the organization. Actively participate in applying and maintaining ISO System Certifications (ISO9000-2000, ISO14000) |

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| **•** Period |  | October 1995 – September 1997 |
| • Organization |  | **SOFREGAZ / İzmit** |
| • Industry |  | Natural Gas Distribution |
| • Position |  | HR Supervisor |
| **•** Activities & Responsibilities |  | * Set up the organizational structure and recruit workforce * Develop the budget, and follow up compliance * Prepare periodical reports to headquarter in France Develop salary, bonus and benefits structure for the newly set up organization * Plan and coordinate the training activities * Set up DOGAS (İZGAZ) company as a part of a greenfield project. |

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| EDUCATION |

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| • Period |  | 1995 – October 1997 // completed the program courses, started to study on master thesis which was about “Combining different Social Security Systems SSK, Emekli Sandığı & Bağ-Kur as One Inclusive Social Security System” |
| • University |  | Marmara University / Göztepe Campus |
| • Department |  | M.S. in Human Resources Management & Development |
| • Outstanding Courses |  | Market Research, Strategic Marketing Communication, Designing Education & Training, Contemporary Issues, HR Development, Law, Labor Law, Interview Techniques. |

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| • Period |  | 1989 – 1994 |
| • University |  | Middle East Technical University |
| • Department |  | B.S. Psychology/ Industrial Psychology |
| • Outstanding Courses |  | HR Management, Organizational Culture, Organizational Design, Organizational Behavior, Economics, Industrial Psychology, Public Speech. |

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| KNOWLEDGE & CERTIFICATION |

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| • |  | * Watson Wyatt Global Grading System (Watson Wyatt) * Ethic & Compliance Officer Certification (TEID) * Hay Grading System & Salary Management (Hay Danışmanlık) * Labor Law (Münir Ekonomi) * Co-active Coaching (Navitas) * Negotiation Techniques (Ekser Danışmanlık) * Competency Based Interview Techniques (Andersen) * NEO-PI Personality Inventory (Berna Gülgöz – Sami Gülgöz) * Oracle HR Module Key User & System Administrator (Oracle) * EFQM Business Excellence / Cargill Business Excellence Model (Kalder&Cargill) * ISO9000:2000 , ISO:14001:2004, ISO22000, OHSAS18001 Internal Auditor, ISO22000 Lead Auditor * Business Excellence Examiner * Project Management & Project Portfolio Management (Makro Danışmanlık) * EQ & Personal Quality * Leadership Academy -Strategic Management, Finance for Non Finance Managers, Innovation, Capstone Management Simulation, Law (Cargill & Boğaziçi University & MCT partnership) * High Performance Management (Cargill Europe Global HPLM Program) * Cargill Leadership Model – Minneapolis, Cargill Organizational Effectiveness Team |

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| Language SKILLS |  | Proficient in writing/reading and speaking English. Ability to understand legal jargon. |

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| Computer lıteracy |  | Oracle HR module, MS Word, MS Excel, MS Power Point, SPSS, Visio, Lotus Notes, MS Outlook, |