

Dr. Philipp Riesenkauff, MBA

born 17 September 1973

German

Married to an Austrian, 2 children (15 and 9 years)



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Work Experience

since Dec 2006

Borealis Group

since February 2023 **Borealis AG, Headoffice**, Vienna, Austria

Group Social Compliance Manager

- Responsible to identify regulatory and social compliance risks, to design and implement regulatory and legal compliance processes and controls to mitigate such risks, as well as to monitor and report on the effectiveness of the controls.
- Line Manager of three Regional Social Compliance Managers

Aug/16 – Jan/23

Borealis AG, Headoffice, Vienna, Austria

Group Quality Development Manager

- Responsible for developing systems, processes and tools to support the organization in assuring that customer needs and future demands are met
- Responsible for the Internal System Audit and the Polyolefin Complaint Process
- Co-responsible for the overall Borealis Management System development, implementation, review and continuous improvement

Feb/12 – Jul/16

Borealis AG, Headoffice, Vienna, Austria

Group Compensation & Benefit Expert, 1 direct report

- Subject matter expert for all compensation & benefit matters from a group perspective (e.g. STI & LTI, role evaluations based on Hay evaluation scheme, cross-country merit reviews, company cars)
- Subject matter expert for Performance Management, implemented a new group-wide process for 5.400 employees in 2013 (e.g. MBO, SMART goal setting, inclusion of behaviours in performance evaluations)
- HR Excellence topics, e.g. automation of workflows (SAP processes&forms, SharePoint), HR metrics and dashboards, data privacy)
- Internal audit (8th EU directive) for all Pension & Benefit related matters

Feb/10 – Jan/12

Borealis Representative Office Middle East & Asia, Abu Dhabi, UAE

HR Manager Middle East & Asia, 1 direct report

HR responsibility for approx. 130 Expatriates

- Implementation of the HR strategy and the business plan for the MEA region
- Cultural awareness - foster the cooperation between Borealis and Borouge
- Key contact partner for all stakeholders in the host location
- Compensation & Benefits: shadow payroll, allowances, cost-of-living-adjustments, merit, bonus calculation and payout, company cars, housing (entitlements), schooling, etc.
- Succession planning: establish and maintain effective relationship between expatriate and career manager
- Ensuring a successful repatriation of the expatriates and families

Dec/06 – Jan/10

Borealis Polymere GmbH, Burghausen, Germany

Area HR Manager Germany, 1 direct report

Full HR responsibility for three locations with approx. 320 employees

- Successful integration of an acquired plant (approx. 80 employees)
- Closure of a sales office (approx. 50 employees)
- (Re-)establishment of a trustful relationship to the works council in both locations
- Full revision of all local HR processes

Apr/05 – Sep/06	MBT PolyTapes GmbH , Wickede, Germany Deputy of the CEO, 6 direct reports <u>Main emphasis:</u> HR, Finance, Administration, Project Mgmt, Corporate Counsel
Aug/02 – Mar/05	ALSTOM Lokomotiven Service GmbH , Stendal, Germany 03/04 – 03/05 Assistant to the Managing Director, Corporate Counsel 08/02 – 03/04 Sales & Contract Manager, Corporate Counsel Vice Head of the Sales Department
May/01 – Jul/01	Legal clerkship at the AUDI AG , Ingolstadt, Germany Industrial and Labor Law
Aug/99 – Apr/01	Legal clerkship at the State Department of Justice , Düsseldorf, Germany Civil District Court, Public Prosecutors Office and the Police Presidents Office
Oct/92 – Jul/93	Clerical assistant, 25. Deutscher Evangelischer Kirchentag , Munich, Germany Nonprofit Organization, controlling the food supply for 4.000 volunteers

Further Education (major trainings only)

Oct 18	Internal System Auditor ISO 9001 / ISO 14001 / ISO 45001 , Vienna, Austria
Jan/17	Internal System Auditor ISO 9001 / ISO 14001 / IATF 16949 , Vienna, Austria
Mar/14 – Oct/14	Project Management (intra-company training, amounting to 35 hrs)
Oct/04	Six Sigma Green Belt , Baden, Switzerland
Nov/03	Mediation for attorneys-at-law , Münster, Germany

Diplomas

Apr/08	Ph.D. (Dr. jur.) , Salzburg, Austria
Jul/02	Master of Business Administration , Hannover, Germany
Aug/01	2nd State Diploma for law students , Düsseldorf, Germany
Jul/99	1st State Diploma for law students , Tübingen, Germany
May/92	High School Diploma , Trostberg, Germany

Universities

Sep/05 – Apr/08	Paris-Lodron Universität Salzburg, Austria
Sep/01 – Jul/02	GISMA Business School Hannover, Germany
May/00 – Jul/00	Universität für Verwaltungswissenschaften Speyer, Germany
Sep/96 – Jun/99	Eberhardt-Karls Universität Tübingen, Germany
Oct/95 – Jul/96	Université de Lausanne, Switzerland
Apr/95 – Sep/95	Ruprecht-Karls Universität Heidelberg, Germany
Oct/93 – Mar/95	Albert-Ludwigs Universität Freiburg im Breisgau, Germany

Additional Information

Languages	German (native), English (fluent), French (basic)
IT-Skills	MS Office, SAP HR, SharePoint (all expert level), Clarity (advanced level)
Publications	Legal publications can be downloaded on www.riesenkampff.at
Hobbies	Skiing, scuba diving, scouting, hunting

LinkedIn	https://at.linkedin.com/in/dr-philipp-riesenkampff-mba-1085a0105
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