



# JOSE PEDRO CONCEIÇÃO

Human Resources Head / Senior HR Business Partner  
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## PROFILE

An adaptable, results-driven trilingual **Human Resources Head and Senior HR Business Partner** respected for 15+ years of managing HR processes & priorities at the strategic/conceptual dimensions while working alongside **multinational teams** to ensure project completion.

Proven track record in aligning requirements and customizing HR solutions/deliverables to meet business goals and talent needs.

Versatile professional within the field as an HR Business Partner accustomed to resolving challenges for **Energy, Mobility, Industry Automation & IoT, Smart Infrastructures, and Healthcare businesses, plus Banking, Automotive, Retail and Logistics** as Consultant. International professional known for working in **European and African countries** and navigating cultural & developmental challenges unique to each context.

Currently on a sabbatical while acclimating to the UAE, caring for young children, and enabling a spouse to work full-time in support of diversity & inclusion values.

## CONTACT

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## LOCATION

United Arab Emirates – Dubai

## WORK EXPERIENCE

### Country HR Head

Siemens Energy

Apr 2020 – Sept 2020 (**currently on planned sabbatical**)

*Led critical separation activities for spin-off preparation, including overseeing employees' communication, C&B contracts and policies separation, to ensure optimal business success and employee engagement*

- **Established and implemented key people strategies for 200 employees in Portugal, Angola, and Mozambique** to drive maximized operational productivity for the newly formed Siemens Energy company.
- **Supported the development and roll-out of the new culture, mindset, and HR processes and tools** for Siemens Energy, focusing on talent acquisition, development, learning, and C&B, as a member of the local and SWE region leadership team.
- Partnered with the leadership team to create and integrate an innovative Future Working Model based on flexibility and accountability, **resulting in a substantial increase in employee engagement.**

### Senior HR Business Partner

Siemens

Oct 2016 – Mar 2020

*Offered comprehensive support for the local implementation of the HR Transformation 2020 vision based on a mindset vs. skills approach, focusing on high levels of customer intimacy and professionalization.*

- **Guided the people agenda (+800 employees) in a fast-paced, constantly changing environment** while coordinating with the leadership team on numerous complex projects, cultural and mindset transformation as well as M&A, towards growth, ownership, and agility.
- Supported the leadership team in implementing an ownership-**based culture with high levels of autonomy and accountability.**
- Devised and introduced a business-wide key people development and retention program, **leading to a <5% turnover rate.**

## SKILLS AND EXPERTISE

People & Leadership Development  
Talent Management  
Performance Management  
Employee Engagement  
Work-life Balance  
Senior Stakeholder Management  
Culture Change  
Consulting & Business Partnering  
Strategic HR Planning  
Mergers & Acquisitions  
Compensation & Benefits  
Diversity & Inclusion

## EDUCATION

University of Lisbon  
2000-2005  
Masters in Psychology

## LANGUAGES

Portuguese  
English  
Spanish

## HOBBIES

Food and Barbecue  
Crossfit  
Padel Tennis  
Family Time  
Traveling

- Collaborated with the business towards implementing a multi-country go-to-market philosophy, assessing HR requirements and employee/ business needs for projects in 90+ countries.
- **Created and integrated a strategic sales and service career development model** involving assessment and development plans for all employees in scope
- **Directed the team ramp-up and establishment of HR processes and tools in Angola and Mozambique**– both countries representing challenging cultural & business environments requiring frequent travel.
- Spearheaded a number of critical carve-ins in the O&G field, delivering **all projects on time and above expectations.**
- As C&B expert, redesigned the **full landscape of employee benefits** to provide a more flexible and engaging offer, working alongside other departments to develop effective communication channels to increase benefits impact and adoption

### Siemens - HR Business Partner

Oct 2010 – Sept 2016

*Provided strategic and operational HR support to the business leaders in various complex and fast-paced changing units to drive continued business growth.*

- Spearheaded numerous international projects and **led a cultural transformation for +500 employees (including 2 factories), through the establishment of several worldwide CoC based in Lisbon.**
- Partnered with the leadership team through two carve-outs of two business areas and preparation activities for the full carve out of the healthcare business with 200 employees.
- **Developed and rolled out the entire HR landscape of processes and activities in a complex cultural environment** in Angola and Mozambique for 100+ employees.
- As Leadership&Development expert, rolled out a company wide new performance management process on a regional level, developing communication and training concepts to support leaders and employees

### Dynargie - Swiss consultancy firm operating out of Portugal, Spain & Angola

Jan 2005 – Sept 2010

*Coordinated with subject matter experts in developing managers and salespeople to drive top performance through soft skills training and consulting projects for a Swiss consultancy firm. Further honed abilities in navigating different countries and cultures in a professional capacity.*

- Devised and managed core projects with some of Portugal's most prominent national and multinational companies in various industries, such as telecommunications, banking, pharmaceuticals, auto, etc., **generating an extremely high client satisfaction rating.**
- **Designed and oversaw a company-wide training academy** on leadership, sales, customer care, and communication for Barclays Bank
- Acted as a preferred consulting partner for numerous Mercedes-Benz brands (cars, trucks, and financing), focusing on leading product deployment training and overseeing the sales certification process for all partners.
- **Implemented a comprehensive Future Retail Leaders program for Carrefour** involving full training on the job at the shop floor