# Curriculum Vitae

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Henk J. Perdok [henk.perdok@hi-impactservices.eu](mailto:henk.perdok@hi-impactservices.eu)

Mϋnchenlaan 22

2400 Mol

Summary: During a longstanding career in various continents and countries some common characteristics surface:

* Strong people management skills; developing skills and expand the use of capabilities (create a safe environment for experimenting new capabilities.)
* Change Driver by new vision/concept; governance and systems.
* Pro-active/ entrepreneurial mindset
* Result oriented, by coaching people resources to improve their contributions
* Provide Strategic and tactical direction; Based on goals & objectives for an organizational unit/ department; define and implement changes in processes/ structures (functions, roles and responsibilities) in conjunction with drilled down goals & objectives for sub units/ departments and individual members of the team.
* Implement improvement plans programs for :
  + - System Development life cycles; including some of the key activities in it (Requirements gathering/ definition; Functional design and Testing.)
    - Information management in various functional areas
    - Implement Quality system control models for:
      * Sarbanes Oxley
      * C-GxP (Good Manufacturing/ distribution/ laboratory/ Pharmaco Vigilance Practices)
        + 21 cfr part 11 electronic records/ signatures
        + 21 cfr 820.30 Design controls
        + MEDEV 2.16 (Software as a medical Device)
        + GVP’s according to Regulation (EC) No 726/2004 and Directive 2001/83/EC (former Eurolex Volume 9A)
      * Privacy (EU requirements for USA based international companies (Safe Harbor ))

## Business areas where I worked in:

* Product Development & Production Chemical/ Pharmaceutical/ Consumer articles
* Distribution Chemical/ Pharmaceutical/ Consumer articles
* Sales & Marketing Pharmaceutical/ Consumer articles
* Support areas of HR, Fin and Info Mgt Pharmaceutical/ Consumer articles
* Information management Chemical/ Pharmaceutical/Consumer articles/ B2B products/ heavy machinery/ Semi-governmental organisation

## Organizational Roles fulfilled

Analyst:

* Business information Analyst
* Functional Designer

Consultant:

* Management Consultant for IT (strategic & Tactical )management and Knowledge Mgt
* Freelance (Sales) consultant
* Consultant for IT Risk Assurance; in the role of SDLC Quality & Compliance
* Information Security & Risk Management

Management:

* Project leader/ manager (Custom application build (Adabas/ Natural); ERP implementations (SAP R/3 MM; SD); Open Text (prod development collaboration platform) in DSM
* Information manager of Iberia for Curver Rubbermaid (Spain/ Portugal)
* Information Management Director of a product development/ production and distribution site Cordis EMEA Roden (NL)
* Information Management Director for business functions Regional (Cordis HQ Miami Lakes(US)) or WorldWide (HR/ FIN and Info Mgt)
* Regional EMEA IT director for ERP systems (JDE) for the Medical Devices Group.

Owner of own consultancy company:

* Joint owner Cost management company
* Owner IT Management consultancy company – HI Impact Services (IT/ IM (interim/ project/ program mgt; Quality and compliance ; change mgt)

## Education:

High School – Atheneum B (Sciences)

Propadeuse Applied Physics Technical University of Enschede

Master of Business Management University of Groningen

IT Specific trainings:

* Information Analysis Volmac - 1987
* Functional Design Volmac - 1987
* Project Management ISES -1989
* Information Engineering James Martin associates - 1990
* Breakthrough Thinking & Change GAP International – USA – 2004
* ITIL Foundation UK
* Six Sigma –Green belt J&J internal training by Master black belt

Post master:

* LOOTS – Change mgt consultancy LOOTS – 1998
* Strategic Management Harvard – 2004
* Certified Scrum Master Scrum ALLIANCE - 2015
* Certified in Governance of Enterprise IT (CGEIT) ISACA – 2012
* Certified in Risk and Information Systems Controls(CRISC) ISACA - 2016

Languages:

Dutch – mother tongue

English – daily company language

Spanish – advanced level due to 5 years in Spain

German/ French – limited can defend basically

## Projects & Achievements (Deliverables & role):

Role: IT business Analyst/ Functional Designer/ Project lead

* Implementation of new Engineering Control system covering: Financial Control (Department/ projects – R2- FI/KS); project control (RK-P) and Material management (R-MM) 1987-88
* Process improvement project for Procurement; optimizing procurement function in better integration of multiple segregated information systems (SAP R2 / custom build Adabas/ Natural) – 1989. Role: Business/ Information analyst -
* Developing new business model and Information system(custom) for DSM technical archives 1990 – Improving quality and control of engineering critical and plant proprietary engineering documentation ; protecting DSM Company specific process/ reactor knowledge. Role: Project manager/ Information Analyst.

Role: IT manager/ Change manager – 1991 – 1996

* Implementing & Transforming Information Technology in Spanish/ Portuguese Branch of Curver/ Rubbermaid (joint venture in which DSM participated):
  + Setting up & managing department of Information management
  + Managing suppliers of infrastructure services/ application services
  + Increasing alignment business and IT and build up of Management information system (commercial mgt/ logistics mgt)
* Implementation of new Plant maintenance system (SAP R/3- PM) for DSM Engineerings Plastics System on the Emmen site integrating with AKZO Site procurement and logistics systems (SAP). 1997 role: Project manager-process improvement lead.
* Senior Management Consultant Inter Access Management View – 1998/2000. Lead consultant for competence Center Knowledge Management/ IT Strategy & Organisation
* Interim Project Manager Information Technology – Aedes (branch organization Social Housing organizations in Netherlands)- 1998/99 – Aligning organizational strategy and Information Strategy.
* Proposal for a regional multi-country Information Management organization for Geveke. 1999/2000. Role: consultant. Improving regional capabilities for key technologies and avoiding multiplication of similar solutions/ directions across regional organization. Higher efficiency through specialisation/ Centers of Excellence.
* Information Management Director for Cordis Europa n.v. Aligning Department with the site business organization (product development/ operations and distribution), resulting in: better customer services (more value experience)/ rationalization of application portfolio ( less costs/ per application function ); re-structuring of department; clearer responsibilities & roles both operational as also at management level. Passed successful FDA audit on quality system and corresponding information systems. 2000 – 2003
* Information Technology Director Sales & Marketing Cordis USA. 2003/04 Improved management information and SFA information delivery to USA wide sales force and management by stabilizing Siebel application and datawarehouse.
* Information Technology Director Cordis USA for Finance/ HR and IT. 2004/05. Main projects/ achievements:
  + Sarbanes Oxley (SOX) Compliancy and passing internal audit in 2004 (first year applicable- succeeded at once meeting all criteria together with Finance)
  + Improved SDLC implemented to adhere to new IT quality and compliance requirements( GxP; Security; SOX
* Regional (EMEA) IT Director for JDE ERP Competence Center (ERP-CoC) J&J MD&D Group. Driving service performance improvement by re-structuring organization; setting Goals & objectives ; measuring performance and improving first time right of implementation of changes in the common JDE ERP application. Managing External suppliers of Data center services, IBM. Improving quality and compliance adherence for entire regional ERP-CoC. 2006 – 2008
* Freelance consultant for Management information systems, working with PI Benchmark (UK) in selling easily customizable Business Intelligence solutions as a Service. 2008/09
* Setting up own company together with business partner and delivering Cost improvement (reduction) projects for Customer organizations. Achieving cost reductions in Telecom services; Insurance contracts; office supplies; energy; utilities 2009-2011
* As an independent consultant contracted by Janssen/ J&J to improve IT Quality and Compliance, more specifically Adherence to SDLC in all IT projects in the EMEA Commercial Area. Role: Key responsible for all IT project managers to support them with SDLC services; change manager to improve adherence; increase awareness and benefits + innovate the SDLC in new commercial innovative projects (services around the pill). 2011 - 2014
  + Defining new lean SDLC approach for Commercial projects, integrating Business process; Requirements; (Technical) Design with the core ITIL service processes (Incident/ problem and Change management)
  + Marrying Agile/ Scrum process with More classical SDLC into a Hybrid SDLC approach
  + Implementing a software application which was the first Software as a Medical Device for Janssen Pharma in the EMEA region (Monitoring System for Myeloma Cancer patients)
  + Manage and coach IT Risk Assurance Resources in their role to become more effective and “change ready/ innovation driven”.
  + Projects: Regional EMEA Finance Harmonization on new SAP R3 FICO platform; New Salesforce.com CRM implementation for 44 countries; new patient support platform applications; Developing a Software as a Medical Device in a compliant lean manner.
  + Passing IT system quality audit for the new lean SDLC approach for regulated system environments.
  + Tools: HP-ALM (testing); Docspace (doc mgt ); Jtracker (Agile change mgt)