

Dr. Tobias Hauser

Projects • Experience • Education • Skills & Abilities

Dr. rer. pol. Tobias Hauser Industrial Engineer (Dipl.-Ing. oec.)

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Essentials...

Dr. rer. pol. University of Rostock, chair of business and organizational psychology

Degree in engineering and business administration (Diplom-Wirtschaftsingenieur) Technical University Hamburg-Harburg

Management Skills

Experienced program manager and project manager
International experience including D, UK, USA, CU and RSA

Experience in IT, engineering, plant construction, lightweight construction and service industries

Management experience as manager research & development, group manager and project manager

Adept in corporate management, technology management and innovation management

Market, competition and SWOT analysis, business planning and financial planning

Communication in German, English, Spanish and French language

Hands-on Skills

IT literate: Applications (including SAP experience in modules FI, CO (CCA/OPA), MM, SD, CS, PS, APO) and data center operation (ITIL)

Experienced in design, production and commercialization of fiber reinforced plastics

Can capitalize on both management and hands-on skills

Projects and work experience

- since 2010 **AXA Technology Services GmbH, Cologne (D) – Freelance Program Manager and Multi-Project Manager Data Center Operation / IT Infrastructure Insurance/Banking**
- 2014: Program manager global SAP infrastructure security
 - 2013: Project manager international SAP virtualization (VMWare): Oracle migration, Linux migration + virtualization; 6 months • Team size: 6 (core team) • Budget: 440k €
 - 2013: Project manager non-SAP systems Oracle migration + virtualization and Linux migration and virtualization (p2v); 6 months • Team size: 4 (core team) • Budget: 160k €
 - 2011: Project manager virtualization and consolidation of server systems (Windows, Linux, AIX), storage systems (SAN, NAS) and database systems (Oracle, MSSQL); 12 months • Team size: up to 40 • Budget: 2.7 MM €
 - 2010 – 2011: Project manager data center development; 12 months • Team size: up to 16 • Budget: 2.6 MM €
 - 2010 – 2011: Project manager software metering across the group: SW development and roll-out; 12 months • Team size: 4 • Budget: 25k €
 - 2010: Program manager efficiency enhancement program. Joint program with client AXA Konzern AG. 9 sub-projects finance, mainframe, server, storage, print, networks and telecommunications, license management, end user services and databases; 8 months • Team size: 15 • Budget: 210k € (program management budget)
 - 2010: Project manager SAP CRM EIC SSC implementation: Provision of IT infrastructure; 1 month • Team size: 2 • Budget: 20k €
- 2009 – 2010 **Commercial and technical counselor (freelance) to high-tech start-up company cs.federleicht, Rostock (D)**
- Completed SWOT analysis, market research, market analysis as well as strategic alignment of product range
 - Conducting financial planning, acquisition of prospective clients and fostering investor relations
- 2007 – 2009 **Freelance lecturer for business administration, human resources management, corporate management, entrepreneurship and business statistics at Technical Academy Wuppertal, study center Rostock**
- 2008 – 2009 **University of Rostock, Chair of Construction Technology / Lightweight Construction – Research Project Associate**
- 2009
- Project: Heating pump assembly group cost optimization for high-volume production for external customer WILLO SE, Dortmund (D)
Duration: 6 months • Team size: 3 • Budget: 60k €
Role: Commercial lead and project manager
- Worked together with technical lead, head of chair and customer stakeholders to prepare project plan. Managed and reported the project's financials, project office and project documentation
 - Prepared commercial project proposal and quotation
 - Managed external suppliers to procure time critical precision parts
 - Generated and assessed commercially and technically viable solutions
 - Collaborated with the technical lead to re-design the impeller assembly group
 - Designed new container and supplier logistics to accommodate the changes in production
 - Developed cost evaluation schema for manufacturing organization
 - Manufactured prototypes and conducted test series together with the technical lead
- 2008 – 2009
- Project: Commercialization strategy for fiber reinforced plastics springs, cog wheels and fasteners for the German Federal Ministry of Education and Research
Duration: 8 months • Team size: 6 • Budget: 100k €
Role: Commercial lead and project manager
- Worked together with technical lead and head of chair to prepare project plan
 - Project management including the project's financials, project office and project documentation
 - Reporting and publishing project documentation to the German Federal Ministry of Education and Research
 - Managed external suppliers and subcontractors
 - Implemented software for online market research solution
 - Completed market research and analysis for 3 technology areas across 170 target branches
 - Assessed market potential of the technology areas and developed commercialization strategy
 - Devised innovation portfolio and specified interdisciplinary innovation laboratory

- 2005 – 2008** **University of Rostock, Chair of Management Science – Research Associate**
- Teaching business administration, human resources management, strategic management and corporate management
 - Planned and executed conferences in Germany, Potchefstroom (RSA) and Santiago de Cuba (CU)
- 2003 – 2005** **Imagelinx UK Ltd., Nottingham, UK – Manager Research & Development**
- Managed international development team of 3
 - Developed server based expert system for the packaging print industry using a Java client-server architecture on a Mac OS X server with PC, Mac OS and web clients
 - The developments included a suite of plug-ins for standard software and stand-alone applications for the graphics industry
 - Responsible for the department's financial planning
 - Collaborated with key customers, key employees and the board members responsible for sales, production and services to constitute development goals
- 2000 – 2003** **Imagelinx UK Ltd., Nottingham, UK – Group Manager E-Business**
- Program manager business applications with overall budget of 4.5 MM GBP reporting to the board of directors
 - Responsible for the application projects, their coordination in the overall IT project and for staffing the project managers for these projects
 - Responsible for 4 project managers and an international team of 25 in 5 locations: Kirkby-in-Ashfield (UK), Hamburg (D), Stuttgart (D), Munich (D), Boston (USA)
 - Work required concurrent business administration, management and technology skills
 - Provided advice on technology and applications during the due diligence and the funding of the Imagelinx business model
 - Collaborated with board members and senior infrastructure manager in supplier contract negotiation and contract management
 - Managed the business analysis and business process engineering project and the further projects were based on the results
 - Detailed specification of the systems including management and execution of business process modeling, use cases and test cases
 - The business applications were operated on both Unix and Windows based server systems and the client software included web based solutions as well as stand-alone clients on Windows, Unix and Mac platforms
 - **The following projects were conducted as part of the program under this tenure:**
- 2002 – 2003** Project: Viewlocity Virtual Production Engine VPE evaluation und implementation
Duration: 4 months • Team size: International team of up to 9 • Budget: 260k GBP
Role: Program manager business applications and business solution specialist
- Specification and implementation of distributed shop floor planning system for multiple production sites in UK, USA and Germany
- 2001 – 2003** Project: Digital asset management system
Duration: 19 months • Team size: International team of up to 12 • Budget: 1.0 MM GBP
Role: Program manager business applications and business solution specialist
- Specification and development of a system for central storage, distribution and processing of graphical data for internal access from multiple international sites and for customer access
- 2002** Project: SAP PS and APO evaluation
Duration: 3 months • Team size: International team of up to 6 • Budget: 20k GBP
Role: Program manager business applications and business solution specialist
- Evaluation of fit for use of SAP PS and APO as detailed order scheduling system
- 2001 – 2002** Project: i2 Development Scheduler evaluation and implementation
Duration: 16 months • Team size: International team of up to 15 • Budget: 1.1 MM GBP
Role: Program manager business applications and business solution specialist
- Implementation of a system for collaborative project management with access for customers
 - Specification and development of multi user feature extensions in a joint development with the software manufacturer
- 2001 – 2002** Project: SAP SD, CS evaluation and implementation
Duration: 10 months • Team size: International team of up to 10 • Budget: 290k GBP
Role: Program manager business applications and business solution specialist

- Specification and implementation of integrated and centralized order management for all sites with international scope
- International rollout
- 2001 – 2002 Project: SAP R/3 FI, CO, MM evaluation and implementation
Duration: 13 months • Team size: International team of up to 9 • Budget: 440k GBP
Role: Program manager business applications and business solution specialist
 - Implementation of SAP financials and controlling modules
 - International rollout
- 2000 – 2001 Project: Oracle Applications 11i financials evaluation and implementation
Duration: 3 months • Team size: International team of up to 6 • Budget: 380k GBP
Role: Program manager business applications and business solution specialist
 - Implementation of Oracle Applications 11i financials module
- 1999 – 2000 **LTG Mailänder GmbH, Stuttgart – Controller**
 - Financial controller working with SAP CO-CCA, CO-OPA and FI modules and running the routine periodic CO procedures and batch jobs
 - Produced monthly, quarterly and annual reports
 - Conducted the following projects in parallel to the day-to-day business:
- 2000 Provided advice on business strategy and technology during acquisition of service company Imagelinx UK Ltd. and subsequent increase in share capital at London Alternative Investment Market AIM
Duration: 6 months
- 2000 Project: Select, purchase and implement data analysis and data mining solution
Duration: 3 months • Budget: 10k €
 - Specified business and hardware requirements
 - Purchased SAS Analytics & Data Mining software solution
 - Used the solution to analyze and link data from the production control station and SAP systems
- 1999 Project: SAP R/3 CO Implementation of project based cost unit accounting via SAP CO-OPA
Duration: 4 months
 - Customizing of SAP CO-OPA and CO-CCA modules including master data
 - Designed according reports in SAP Report Painter
- 1999 Project: SAP R/3 FI, CO data migration and consolidation from legacy production control system
Duration: 4 months
 - Coordinated with departmental managers to clarify requirements and transition scenario
 - Specified data interface design
 - Updated SAP cost center hierarchy and CO customization
 - Imported data through periodic batch jobs
 - Verified and consolidated imported master data
- 1995 – 1999 **Angermann & Partner International Business Consultants GmbH, Hamburg – Student Assistant**
- 1998 – 1999 Project: Developed database application for production scheduling at LTG-Mailänder GmbH, Stuttgart
Duration: 6 months
 - Collaborated with the client departmental managers to specify requirements
 - Designed database schema and application interface
 - Programmed application business logic, user interface and reports
- 1998 – 1999 Project: Developed data base application for the firm's project controlling
Duration: 12 months
 - Designed database schema and application interface
 - Programmed application business logic, user interface and reports
 - Solution covered the proposal and product costing analysis procedures

Education

Doctoral degree Dr. rer. pol. at University of Rostock, chair of business and organization psychology and chair of management science

- Graduated as Dr. rer. pol. from University of Rostock in 2014
- Doctoral thesis: "Influence of entrepreneurial behavior on innovation success"
- Research focus: Management of innovation, corporate management and human resources management in small and medium-sized enterprises

- Analysis and visualization of qualitative and quantitative data

Degree in engineering and business administration

- Graduated as Diplom-Wirtschaftsingenieur (Dipl.-Ing. oec.) from Technical University Hamburg-Harburg, University of Hamburg and Hamburg University of Applied Sciences in 2003
- Specialist subjects: General management, industrial plant management, commercial law, operations research, production technology and production economy
- Diploma thesis: Strategies and Technologies for Collaborative Networks between Locally Distributed Partners in the Packaging Services Industry
- Research project: Implementation of a production planning and control system in a medium-sized enterprise

Skills & Abilities

Spoken languages	★★★★★	German	mother tongue
	★★★★★	English	fluent
	★★★★☆	Spanish	fluent
	★★☆☆☆	French	intermediate (Unicert II)
Desktop applications	MS-Project ; MS-Office ; Visio ; OpenOffice.org/LibreOffice ; Pages ; Keynote ; Photoshop; Illustrator; InDesign; Acrobat Pro		
SAP R/3	Modules CRM EIC SSC, FI, CO, AM, SD, CS, MM, PS, APO, ReportPainter ; customizing know-how		
DBMS	Oracle 11g ; MySQL 4.x / 5.x ; MS Access		
Development	Java (J2SE 1.3 – 1.7) ; Python 2.x/3.x ; R ; Processing ; C ; Visual Basic/VBA ; source code management systems i.e. Git, CVS, Subversion ; open source systems for management and QA		
Operating systems	Windows (Windows 8); Mac OS X ; Linux as server and client platforms		
CAD	Basic knowledge in Pro/ENGINEER and SolidWorks		
Hobbies	Sports and fitness, photography, graphic arts, management research		