

Karin Lange



Senior Human Resources Executive

— DUBLIN • 25+ YEARS • 6 CONTINENTS • OPEN TO LEADERSHIP ROLES

THE BRIEF

A senior HR executive with a quarter-century of international leadership across Europe, the Middle East, Africa, Asia and the Americas. Builder of HR functions, scaler of operations, trusted advisor to boards through transformation, growth and acquisition. Heading up HR for staff groups of up to 25,000 employees.

i. **25** + yrs

SENIOR HR LEADERSHIP

ii. **25k**

EMPLOYEES UNDER HR REMIT

iii. **30**

LEGAL ENTITIES & JURISDICTIONS

iv. **6**

CONTINENTS OF EXPERIENCE

SELECTED COMPANIES

G4S

GLOBAL SECURITY
· 90+ COUNTRIES

Bechtel

ENGINEERING & CONSTRUCTION

GameStop

GLOBAL RETAIL · 14 COUNTRIES

Scania AB

SWEDISH AUTOMOTIVE

Suir

Engineering

IRISH M,E&I · DATA CENTRES

Golder

Associates

ENGINEERING CONSULTANCY

HEADLINE WINS

PE
funding

Teamwork (SaaS): Designed and executed the HR blueprint that played a key role in securing Private Equity funding for a high-growth Irish SaaS company.

90%

GameStop (Retail): Reduced time-to-hire by 90%, securing 3,000 staff for peak operations within 2.5 months across nine European countries.

1,500

Bechtel (Oil & Gas): Directed global mobility project, hiring and relocating 1,500 engineers from India and the Middle East to Europe on time and within budget.

25k

G4S (Security): Led HR strategy and standards across 25,000 employees in 20 countries during fast growth, including post-merger harmonisation with a 20,000-employee acquisition.

OUTCOMES THAT MOVED THE BUSINESS

08 case studies

AT A GLANCE

From PE readiness in Dublin SaaS to 1,500-engineer global mobility for Bechtel. Selected outcomes from a 25-year executive career.

01
SELECTED
ENGAGEMENTS

Outcomes that moved the business

PE funding secured

Teamwork

Irish SaaS · Global HR Director (Interim)

Designed and executed the **HR blueprint** that played a key role in securing Private Equity funding for a high-growth Irish SaaS company.

90%

GameStop

European Shared Services · HR Director

Reduction in **time-to-hire**; 3,000 staff secured for peak operations within 2.5 months across nine European countries.

1,500 engineers

Bechtel

Oil, Gas & Chemicals · HR Manager EMEA

Directed **global mobility project**, hiring and relocating 1,500 engineers from India and the Middle East to Europe on time and within budget.

500 in 3 months

G4S

US Army Force Protection · UK-Based

Deployed 500 highly skilled staff within three months for a prestigious **US Army Force Protection contract** in Bosnia and Kosovo.

2.8 → 4.1

Bechtel

HRBP Model Implementation

Customer satisfaction rose from **2.8 to 4.1 on a 5-point scale** after implementing HRBP model; 7% reduction in turnover.

25k employees

G4S

Africa & Asia · Regional HR Director

Supported **25,000 employees across 20 countries**; led harmonisation of terms post-merger with a 20,000-employee company.

750 /year

Scania AB

L&D Manager · Sweden

Delivered 750 training courses annually, enabling excellence in research, design and manufacturing; **reduced learning design costs by 20%**.

3 jurisdictions

Suir Engineering

Ireland · HR Consultant

Established HR framework for expansion into **Sweden, Denmark and Germany**; fully operational structure in three months.

DISCIPLINES PRACTISED AT SCALE

08 core areas

AT A GLANCE

A complete HR remit — from board-level strategy to shared-service operations, employee relations to executive coaching.

02
CORE EXPERTISE

Eight disciplines, practised at scale

<p>01 Global Strategic HR Across EMEA, Asia and the Americas. Aligned to commercial objectives and regulatory complexity.</p>	<p>02 International HR Operations Building HR functions to support expansion, M&A transitions and restructuring.</p>
<p>03 Talent Acquisition & Mobility Large-scale international recruitment and mobility; thousands relocated across continents.</p>	<p>04 Shared Services & CoEs Designing and refining Shared Service models with KPI-driven service delivery.</p>
<p>05 Cross-Border Change Management Transformational HR in fast-paced environments: restructuring, integration, redesign.</p>	<p>06 Executive Capability & Culture Programmes that elevate managerial capability and create high-performance cultures.</p>
<p>07 Employee Relations & Labour Law Compliance across 30 legal entities; works councils and unions throughout EMEA.</p>	<p>08 Cross-Cultural Leadership Lived in six countries. Builds stronger teams through genuine cultural fluency.</p>

03
RECENT CAREER

2020 — Present

2024 — Present
CURRENT

HR Consultant

Freelance • Dublin

HR strategy, talent acquisition, L&D programmes, executive coaching.

May — Nov 2023

HR Consultant

Vialto Partners • Ireland

Strategic HR partnership to Northern EMEA during start-up phase post-spin-out from PwC.

Feb — May 2022

HR Consultant

Suir Engineering • Ireland

Built HR infrastructure across three new jurisdictions for M,E&I services into data centres.

Nov 2020 — Jun 2021

Global HR Director (Interim)

Teamwork • Ireland • SaaS

THE ARC

Twelve senior roles across thirteen organisations. Stockholm to Dublin via Nairobi, London and beyond.

IN PRACTICE SINCE

1988 → 2026

04

EARLIER CAREER

2003 — 2019

Jan 2018 — Oct 2019

HR Director Europe — Shared Services

GameStop • Ireland • Global Retail

Team of 12 running full HR lifecycle for 5,000–8,000 employees across nine European countries.

2015 — 2017

HR Consultant

United Kingdom • Independent

HR strategy, OD, talent, change. CIPD Postgraduate Degree in Organisational Psychology completed in parallel.

2012 — 2014

HR Lead, Europe

Golder Associates • Engineering Consulting

HR framework for newly created role covering **14 countries and 800 employees**.

2011 — 2012

Regional HR Director

G4S • Kenya • Consultancy Assignment

Labour law compliance across Eastern Africa; executive team coaching.

2006 — 2011

HR Manager, Oil, Gas & Chemicals (EMEA)

Bechtel • United Kingdom

Team of six, ~1,500 employees. HRBP model raised satisfaction **2.8 → 4.1**; cut turnover by 7%.

2005 — 2006

International HR Manager — Africa, ME, Latin America

Costain • United Kingdom

Established International HR function from the ground up. ~4,000 employees.

2003 — 2005

Regional HR Director, Africa & Asia

G4S • UK & South Africa

25,000 employees across 20 countries during significant growth.

1988 — 2003 • FOUNDATION YEARS

2001 — 2003

G4S, Sweden • HR Director • 5,500 employees

2000 — 2001

DeLaval, Sweden • HR Manager

1997 — 1999

Scania AB, Sweden • Learning & Development Manager / HR Manager

1988 — 1996

Scania AB, Sweden • HR Business Partner

EDUCATION

Postgraduate Degree

Organisational Psychology & Change • CIPD, London

Bachelor's Degree

Human Resources Management • Stockholm University

CERTIFICATION, METHODS & LANGUAGES

Psychometric Testing

Thomas International & Myers-Briggs certified

Operational Methodologies

Kaizen • Lean • Six Sigma • ISO • Continuous Improvement

Swedish • Fluent

English • Fluent

Norwegian