

MARC A. PARMENTIER

Director - Operations, Business Development & Staffing

+49 151 44647007

mp@prediso.tech

www.linkedin.com/in/marcaparmentier

Bad Tölz, Germany



EXPERIENCE

Independent Consultant

prediso.tech

07/2021 - Ongoing Remote & Bad Tölz, Germany

Management & Business Consulting for High Tech / High Growth Companies

Future Demand First approach

- Management- and Business Consulting for High Tech and/or High Growth Companies with a "Future Demand First" approach:
 - Business Development (Sales as a service)
 - Talent Acquisition (MSP/RPO/Recruitment as a service)
 - HR Operations & Strategies (Generalist)
 - Marketing & Campaign Management (LinkedIn)
 - Platform-First Software Advisory (ATS / CRM / HCM)
- Latest Projects:
 - Business Advisory @ New Work SE (Social Media)
 - Sales Manager @ Serviceplan Group (Media)
 - Sales Manager @ Secjur (SaaS/Data Security)
 - Business Development Executive @ AutLay (Saas Print Mailing AI)
 - Country Manager Germany @ TwicPics (Image/Video optimization)
 - Project Delivery Manager @ E.ON eMobility (B2C Charging)
 - Managing Partner @ qire interim (recruitment as a service / rpo)
 - Business Development @ Wojo (Workspitality solutions)
 - Business Development @ vsystem.io (Event Software AI)
 - Business Development @ appose.com (re-/upskilling AI)
 - Board Member/Sales Executive @ Hockeytrain (Co-Founder)
 - Board Member/Sales Executive @ gschaftCoworking (Co-Founder)

Partner - Business Development & Staffing / Member of the advisory board

elpix AG

03/2021 - 06/2021 Remote & Essen, Germany

www.elpix.ag

elpix AG is a specialized IT-Consultancy "Made in Germany". Our best in class IT-Services & Solutions guarantee digital diversity. We offer Infrastructure, Cloud, Business Intelligence & AIOps expertise to deliver a solution that fits our clients needs.

- Business Development & Staffing - Launched a new Business Unit from scratch to grow overall revenue by 25% in 10 months
- HR Generalist & Development - Implemented a role & competency model and onboarding, mentoring & coaching concept for elpix
- Sales Operations & Management - Created weekly/quarterly staffing forecasts for 40 employees with full P&L responsibility
- Strategic Account Management - Developed strategic partnerships with 10+ lead generation sources
- Team Leadership & Management - Established extended delivery & recruitment workbenches
- Strategic Business Development - Set up outbound sales channels to grow national market footprint

ACHIEVEMENTS



The business world has changed — and will keep on changing, as I have learned during my 25 years in sales, 22 years in recruitment, and 15 years in the SaaS industry. As an independent business consultant and strategist, I work directly with entrepreneurs, business owners, top-level executives and decision-makers on implementing changes they need to stay competitive, boost sales, and hire the best talent. Together, we make their business future-oriented as well as future-proof by engaging new markets, skills, and mindsets.

I always wish to have a motivational and positive impact on others.

WHY ME

Entrepreneurial



Providing Help / Solving Issues



Technologically / Digitally Savvy



Goal-Oriented / Hands On



Good Listener



EXPERIENCE

Regional Sales Manager DACH

Bullhorn Inc

📅 08/2018 - 02/2020 📍 Remote & Frankfurt am Main
🌐 www.bullhorn.com

Bullhorn is a cloud computing company headquartered in Boston, Massachusetts. The company provides customer relationship management, applicant tracking system and operations software for the staffing industry. As of 2018, the company reported more than 8,000 customers in more than 150 countries.

- Manage, recruit, develop, and retain an exceptionally talented team
- Lead regional sales activities and initiatives to exceed annual individual and region sales objectives
- Lead and motivate geographically dispersed Sales Executives to stretch and exceed sales quotas, while sustaining positive morale and cross-departmental relationships
- Product presentations and demonstrations to large & strategic prospects

Director Strategic Business Development

Experis GmbH

📅 2016 - 2018 📍 Remote, Munich, Stuttgart, Frankfurt

Experis is a dedicated business unit of ManpowerGroup – a world leader in employment services for more than 60 years, and a recognized pioneer in the industry.

- Increased Gross Profit 200% and improved operational efficiency
- Developing process improvement initiatives, performance goals and objectives to achieve customer satisfaction
- Communicating sales targets, policies & market insights to employees and act as the primary information source for the team, maintaining compliance and consistency and taking corrective action when needed
- Work closely with 5 departments in day to day operations such as marketing, contracts management, business intelligence, bid management and central recruitment
- Regional Area Sales Manager South - Overlooking the Munich, Stuttgart and Frankfurt IT/Engineering contracts operations

Country Manager Germany

Next Ventures GmbH

📅 2016 - 2016 📍 Munich, Germany

Niche Technology recruitment and consulting to Large Enterprise

- In Munich, the Group on-boarded Marc Parmentier as its Country Manager for Next Ventures GmbH to continue the growth in that region from its new offices in Munich. Parmentier brings 16 years' experience in the specialist IT recruitment market with in-depth knowledge of staffing, recruitment and workforce solutions for the DACH region. The Group continues to actively engage technically focused recruitment consultants across the region to work alongside Parmentier and support the Groups' German growth strategy.

SKILLS

ATS /CRM / Tools

Bond Bullhorn Connexys

StaffitPro Meffert HR4You

ATS Dynamics & CRM Salesforce

HubSpot Invenias

Sales Navigator outreach appose

workable / smartr / workday

Notion / Asana / Teams / Slack

Success Factors ariba beeline

fieldglass SAP Jira Trello

greenhose

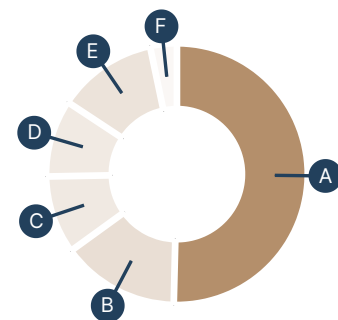
STRENGTHS



Your Unique Talent

Communication, Consistency, Empathy, Strategic Thinking, Adaptability, Loyalty, Willingness to help, Willingness to fail, Willingness to learn

MY TIME



- A** Managing Own Project Assignments
- B** Managing Business Related Information
- C** Direct Customer Interaction
- D** Social Media & BD Campaigns
- E** Taking care of my family life
- F** Enjoying Ice Hockey

EXPERIENCE

Business Division Manager

Reutax AG / Questax AG

📅 2014 - 2015 📍 Munich, Heidelberg, Frankfurt

Questax is a human resource and recruitment consultancy. The company provides IT professionals and engineers across 10 industries and advises companies regarding workforce management issues.

- Sourcing Concept regarding "Strategic Sales Operations"
- Monitored Senior Sales / Delivery Team and presented a summary to the stakeholders
- Interim Manager for Financial Services Industry Division
- Prepared Team for the merger with Quest and designed a C-Level attention guide regarding "Change & Implementation Management" Quest / Reutax

Managing Director / Associate Partner

Q_PERIOR AG - Staffing Solutions

📅 2010 - 2014 📍 Munich, Eschborn, Cologne

As an international consulting firm operating between business & IT our core business is strategy transformation and implementation. Our Staffing Solutions Brand offers Project & Managed Services, Expert Sourcing & Selection for Interim IT roles.

- Establish the business area 'Staffing Solutions' as a new sub-brand of the Q-PERIOR GROUP
- Plan - Build - Run the Go-To-Market & Growth strategy
- Designed & established a state-of-the-art Recruitment Portal with an innovative matching engine
- Increased Revenue YoY by 35%+

Head of Regional Sales West

Goetzfried AG

📅 2008 - 2010 📍 Cologne

Goetzfried AG is an IT and engineering service provider based in Wiesbaden. The range of services includes the recruitment, provision and management of IT experts and engineers as well as the conception and realization of IT and engineering projects.

- Doubled the Sales Team and Key Accounts in one year
- Achieved a higher market share and increased the turnover and profit of the Business Unit & Region by 22%+
- Sales controlling and budget planning
- Support the Business Unit in strategic client presentations and proposal situations

Business Director

eQony GmbH (Interim, Start Up)

📅 2008 - 2008 📍 Düsseldorf, Germany

E-Recruitment Platform running a semantic search function combined with real-time CV matching (www.professionals-only.com)

- Increase of platform activity to 3500 CVs and 100 jobs in three months

PASSIONS

📍 My Family

🏒 Ice Hockey Enthusiast - still actively playing

🏔️ Everything outdoors like Mountain Biking, Hiking or Golf

TRAINING / COURSES

Many specific Workshops & Trainings over the last few years:

International Sales / Leadership / Business Ethics / Economics for Managers / Financial Accounting / Business Analytics / Artificial Intelligence & Workflow Automation / Compliance & Security / Workforce Management / Entrepreneurship

EDUCATION

Disruptive Strategy

Harvard Business School Online

📅 06/2022 - 07/2022

- ...disruption theory and gain confidence in articulating complex viewpoints,
- apply strategic frameworks to assess new opportunities and potential threats, and
- acquire techniques for executive-level strategy formulation and team management...

Entrepreneurship Essentials

Harvard Business School Online

📅 02/2022 - 03/2022

- Ideas and Opportunities
- Building A Business
- Financing a Business
- Sources of Investment

Business Administration

Harvard Business School Online

📅 02/2017 - 10/2017 📍 Harvard, United States

- Business Analytics
- Financial Accounting
- Economics for Managers

EXPERIENCE

Division Manager Technology

Robert Half GmbH

📅 2007 - 2008 📍 Düsseldorf

Robert Half Technology specializes in placing IT professionals in projects, contract-to-hire and full-time positions.

- Internal and external positioning of Division Technology as a Start-Up
- Set up an internal infrastructure
- Set up a business plan for the region
- Acquisition of new national and international clients
- Proposal Management and contract negotiations
- Team sales controlling and budget planning
- Training and coaching of team members

Executive Account Manager

Harvey Nash GmbH

📅 2002 - 2007 📍 Düsseldorf

Established in 1988, Harvey Nash has been supporting the world's leading organizations to recruit, source and manage the highly skilled talent they need to succeed in an increasingly competitive and technology-driven world.

- Strategic market analysis to increase new potential Key Accounts by 50%
- Achieve a higher market share to increase the turnover and profit of the department IT-Projects North
- Key Account and Customer Relationship Management
- Team sales controlling and budget planning
- Training and coaching of team members
- Support the department in strategic client presentations and proposal situations

Assistant Senior Consultant

Seeger Consult GmbH

📅 2000 - 2002 📍 Düsseldorf

Executive Search & Selection in IT

- Assisting the senior consultant in client projects increasing CV send outs by 100%
- Documentation of candidate CV's
- Identification of potential new clients and generate lead calls
- Candidate Research (Database, Internet, Headhunt)
- Administrative support (e.g. Mailings, Meeting confirmations, travel expenses, gather client and candidate information, Job postings)
- Which of your achievements match the job you're applying to?

Inside Sales Representative

Stadtwerke Düsseldorf

📅 01/1997 - 07/2000 📍 Düsseldorf, Germany

Local Energy Supplier

- Inside sales rep for small-medium size businesses
- Customer Support & Sales, Marketing Administration

EDUCATION

General Management Program

Hochschule Fresenius

📅 04/2011 - 04/2012 📍 Cologne, Germany

- Financial Accounting / Controlling
- Human Resources
- Leadership & Management
- Sales & Marketing

Diploma in Business Administration (apprenticeship)

Stadtwerke Düsseldorf

📅 1993 - 1997

- Procurement, Financial Accounting & Controlling Sales & Marketing, Human Resources, Customer Care & Support

LANGUAGES

English

Native



German

Native



VOLUNTEERING

Ice Hockey

Bad Tölz (Supporting 2 Teams)

📅 2011 - Ongoing 📍 Bad Toelz

Volunteer Manager & Player

Community Services

Malteser Hilfsdienst e.V.

📅 04/1999 - 04/2000 📍 Düsseldorf

Assistant to Managing Director

MY LIFE PHILOSOPHY

Drop the thought.....

Dalai Lama