

CONSULTANT PROFILE

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PERSONAL DATA

Title: Dipl-Kffr. (FH)

Age: 43

International work experience: 4 years in the UK

Languages: German (mother tongue)
English (fluent)
French/ Russian (basic)

PROFILE

15 years of Global Mobility experience

High service orientation

Structured and solution-oriented approach

Practice oriented, differentiated view based on
experience gained as consultant and as HR specialist

WORK HISTORY

since 2018 Freelance Global Mobility Consultant

2013 - 2017 PricewaterhouseCoopers Frankfurt -
Operational Lead Global Mobility Team Germany
(inhouse Global Mobility team)

2007 - 2013 Deloitte GmbH Munich/ Frankfurt -
Global Mobility Consulting and Outsourcing Services

2003 - 2007 Deloitte LLP London -
Global Mobility Outsourcing Services

2002 - 2003 Porsche AG Stuttgart und
Porsche Cars Great Britain - Global Mobility Department

1998 - 2002 Studies in Business Administration -
focusing on Bank Management and HR

1995 - 2002 Deutsche Bank AG -
Apprenticeship and trainee programme

EXPERIENCE/ CAPABILITIES

Management of assignment programmes of various sizes -
as a service provider contact as well as an inhouse HR specialist

Comprehensive support for assignees throughout the
assignment lifecycle ensuring compliance and assignee
satisfaction

Cost projections and income calculations

Review, design, benchmarking and implementation of
assignment policies

Review, optimization and documentation of assignment
processes, training/ coaching

Industry Experience

Mechanical Engineering and Construction, Biotechnology,
Medical Technology, Automotive, Energy, Chemical, Consumer
Goods, Media, Tourism, Information and Communication
Technology, Tax/ Audit

ACTIVITY FOCUS/ SERVICE OFFERING

Assignment policy: review, benchmarking, design and
implementation of assignment policies - considering
adequate compensation and taxation approach, cost
considerations and existing talent strategy

Assignment process: review of existing processes and
process optimization, design of robust Service Delivery
model, process documentation, establishing supporting
documents, vendor management

Assignee support from the time of selection until
successful reintegration

Cost projections and income calculations

Training and coaching for Global Mobility team members

Interim-Management

Business Traveler: risk assessment, process consultancy

REFERENZPROJEKTE

Project: Design of assignment policy

Client: Pharmaceutical and laboratory supplier (> 7,000 employees globally)

Approach:

- Conducting stakeholder interviews
- Developing a workshop concept
- Conducting a two-day workshop with the Global Mobility team to define the policy content and to consult about existing options and market standards
- Establishment of the assignment policy in close cooperation with the client contacts

Project: Consultation regarding possibilities to increase the partner support

Client: Chemical Industry Company (> 19,000 employees globally)

Approach:

- Development of a one-day workshop concept
- Presentation of potential solutions to increase the support of accompanying expat partners, consultation regarding market standards
- Suggestion of potential vendors for expat partner support
- Review of policy revised by client contact

Project: Preparation of income calculations

Client: Medical Technology Company (> 7,000 employees globally)

Approach:

- Agreement of calculation format and content (e.g. calculation of host gross or net income, definition of allowances)
- Preparation of income calculation based on the employee and assignment details received, explanation of calculation results and methodology
- Support of the Global Mobility team members in assignee briefings about assignment compensation packages
- Support of client's payroll contacts to set up the payroll in the home and the host country

Project: Design of assignment policy including benchmarking exercise

Client: Energy Industry Company (> 8,000 employees globally)

Approach:

- Development of a workshop concept
- Conducting a two-day workshop to define the policy content, consultation about possible policy configurations, preparation of a workshop summary containing all important agreements reached for the policy design
- Benchmarking of the main policy regulations against 4 competitors
- Final discussion of the policy design options and establishment of the assignment policy on that basis in close cooperation with the client

Project: Consultation regarding an assignment policy for Young Professionals

Client: Tourism Company (> 60,000 employees globally)

Approach:

- Development of a concept for a one-day workshop
- Presentation of suggestions to establish an assignment policy for Young Professionals considering cost saving aspects as well as an efficient assignment administration process
- Comparison of the different housing tables and cost of living indices available on the market
- Review of policy written by client contact

Project: Calculation of cost projections

Client: Manufacturer of Medical/ Hygiene Products (> 10,000 employees globally)

Approach:

- Analysis of existing assignment policy
- Establishing cost projection guidelines: determination of the costs that need to be included and their data sources (e.g. selection of data provider, shipping cost table)
- Calculation of cost projections based on assignee/ assignment data received and based on the established cost projection guidelines
- Support of Global Mobility team members in discussions with stakeholders with regards to the cost projection content and the costs calculated

Project: Providing assignee assistance (full outsourcing agreement)

Client: Technology Company (> 37,000 employees globally)

Approach:

- Providing assistance to approx. 400 assignees whilst preparing for the assignment, during the assignment and during repatriation by setting up service centres in Asia, in Europe and in the US
- Transition: establishing processes across all service centres based on the client's assignment policy and the agreed outsourcing level
- Configuration of a global database to manage assignee and assignment data, prepare income calculations and payroll instructions
- Providing training sessions to the client's HR community
- Establishing processes to transition processes to a back-office team in India
- Calculation of cost projections and income calculations to support the assignment approval process within the client's business unit
- Preparation of assignment letters, conducting assignee briefings
- Close cooperation with all client contacts, colleagues of other service centres as well as other external vendors (e.g. relocation companies)
- Conducting an annual salary and allowance review as well as a bi-annual review of assignment allowances (e.g. cost of living allowance)
- Continuous review and adjustment of processes to increase the service level as well as client consultation with regards to recommended adjustments to the assignment policy

Project: Process consulting regarding administration of project assignments

Client: Mechanical Engineering Company (> 5,000 employees globally)

Approach:

- Preliminary talks with the HR Lead to gain an understanding of the workshop requirements as well as the selection of workshop participants
- Development of a one-day workshop concept
- Conducting a one-day workshop with all stakeholders in the business and in the HR function
- Providing information about existing regulations
- Review and discussion of the existing processes and the challenges involved
- Joint elaboration of guiding principles as well as potential process solutions
- Review of the process matrix prepared by client contact

Project: Providing assignee assistance (full outsourcing agreement)

Client: Biotechnology Company (> 4,000 employees globally)

Approach:

- Providing advice and assistance to the client's assignees before and during the assignment as well as during repatriation
- Preparation of income calculations at the start of the assignment as well as annual review calculations
- Preparation of assignment contracts
- Conducting assignee briefings
- Advising on tax, social security and immigration aspects in close cooperation with subject matter experts
- Close cooperation with all stakeholders at the client, the inhouse subject matter experts and external vendors such as shipping companies

Inhouse HR experience

Employer: Tax / Audit Company (> 200,000 employees globally)

Approach:

- Leading a team of 5 Global Mobility Consultants
- Review, revision and documentation of all existing assignment processes
- Establishing supporting documents for the team members (e.g. checklists, templates, process overviews)
- Close cooperation with internal and external vendors to continuously improve the processes with the aim to ensure compliance and to increase the quality of the service
- Advising business partners, people managers and HR colleagues in all assignment related matters (e.g. terms and conditions, cost share options), development of target-oriented solutions
- Providing assistance to expatriates assigned to and from Germany before, during and upon termination of the assignment
- Calculation of cost projections and income calculations, preparation of assignment letters, conducting assignee briefings
- Coordination of all internal and external stakeholders (e.g. talent management, payroll, shipping and relocation services)
- Advising on tax, social security and immigration aspects in close cooperation with internal subject matter experts to ensure compliance with international regulations