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## Profile

16 years of working experience; interim project management, coaching and PRINCE2 / IPMA training. International innovative product development environments. Methods include PRINCE2, IPMA, Agile/Scrum, Twijnstra & Gudde. Successfully combined informal team methods like Scrum with more formal project management methods like PRINCE2 or DSDM-atern.

Personal characteristics: customer driven, strong goal focus, practical hands-on mentality, responsible, pragmatic.

Fields: Semiconductors (embedded software), Insurance (agile SAP development), housing association (internet technology/portal); healthcare (image acquisition and processing software), copying/printing (embedded software). Member of the Dutch Project Management Center of Excellence. My Linked-in profile contains recommendations.

## Assignment overview

November 2012 - current ASML Veldhoven - *project manager*

Managing various projects with team sizes from 4 to 10 people. Implementation of TICS static code checking tooling for the wafer stepper software. Clearcase version upgrade of the build server park (containing hundreds of servers). Implementation of the complete build and development environment for the EUV source SW project, serving 150 software developers in Veldhoven and San Diego. Implementation of patch tooling for the EUV source SW project.

April 2012 - current NXP Semiconductors - *project manager*

International project phasing out HP-Unix applications and the HP-UX platform. Cooperating with groups in NXP Eindhoven, Nijmegen, San Jose, Caen, Bangalore, Shanghai. Migrated users of IC-design applications to linux-based solutions. Created customized scenario's and plans to move projects from HP-UX to linux. Set-up a team and way of working to maintain the regular IC-design package portfolio.

September 2011 - December 2013 CITO, Arnhem - *Agile Coach*

Introduced agile/scrum first-time into the organization. Coached a pilot project creating examination software. In particular brought business, software and testing together. Used Agile planning and tracking according to the principles of Mike Cohn. In January CITO evaluated the Agile pilot to be very succesful. Currently occupied with rolling out Scrum / Agile in more projects. Combining Scrum team work with PRINCE2 project management.

August 2011 - March 2012 Philips Healthcare - *project coordinator*

Responsible for supporting the major customer with integrating a software platform into their new architecture demonstrator platform. Thus providing more customer focus for the project. Special attention on speeding up the improvement cycle after obtaining customer feedback. Also created the multi-organization project management procedures, taking into account FDA, ISO and TÜV standards as well as the agile/Scrum way of working. Introduced Agile planning and progress measuring process (Feature Completion Checklist).

January 2009 – current *NCOI, ICM, PAT – certified trainer projectmanagement, PRINCE2, IPMA*  
Professional trainer Prince2 (Foundation & Practitioner), IPMA and generic project management. Effectiveness is objectively demonstrated by consistently high student ratings (8 – 8.5). I am a strong believer in fun as a motivator for learning and change. No slides but exploring theory together by making drawings, simulating project situations and using student experience.

March 2010 – October 2010 *Nationale Nederlanden, (den Haag, Rotterdam) – Agile coach*  
Introduced Agile Way of Working in a programme of various innovative projects. Keywords: developing new insurance projects with SAP, vendor cooperation, PRINCE2-environment, Agile Smart methodology, use cases. Special focus on coupling business and IT with Product Owner role. Gap analysis of Q-systeem, adapting Q-system to Agile WOW.

July 2008 – January 2009 *Vestia group, (Rotterdam, Nederland) – Prince2 / Agile project manager*

Responsible for the development of an internet portal for tenants, based on a service oriented architecture. Complete project responsibility, setting up and running according to PRINCE2, financial aspects and handling multiple suppliers. Successfully delivered the portal, usable by tenants and internal employees.

January 2008 – December 2008 *Philips Healthcare, (Best, Nederland) – Scrum consultant*  
Change management: changing WOW from strictly waterfall towards Agile/Scrum in the business unit Cardio-Vasculair. Guiding organisational change, coaching of project and team leads. Describing way of working with respect to quality and integration.

Most of the work consisted of reorganizing and coaching a 50 person project consisting of three on-site teams, and a team in India. As a result, according to the Philips employee engagement survey, the employee satisfaction increased. And after a few years the new way of working is still used successfully.

June 2007 – July 2008 *NXP-Semiconductors, (Leuven, België) – Project manager / Scrum Master*

Responsible for integration of embedded software created by multiple teams (40 FTE) in a larger multi-disciplinary project of about 100 FTE. Creating WOW for software-integration (for groups in three different locations). Supplier management (integrating VxWorks on our hardware) Initiating and moving development of a test framework towards our India team. Allied with overall SW architect to use Scrum when the overall project got stuck in writing documentation. Our ideas were published in Bits & Chips of March 2008.

January 2007 – May 2007 *Project manager, NXP software, Product Line Sound (Leuven, België)*  
Integrating “sound enhancement” software into the NXP GSM-platform. Cooperating with NXP France and Germany to make a number of sound enhancement products available to our customers NXP and Samsung. Also reviewed the complete software QMS of NXP software, with the goal of bringing the organization to CMM level 2.

2007  
Various smaller assignments. Various lectures on Agile / Scrum. Advised on merging ICT systems of three schools that were merging (Dunamare college, Haarlem). Coached a project lead responsible for implementing MiFID regularity for a private bank.

January 2006 – October 2006 *Contract manager Benq-Mobile (Kamp-Lintfort, Germany)*  
Responsible for subcontracting 50 FTE of user interface work for development of a new GSM phone. Including contract definition and operational management of a Swedish supplier (Teleca). Responsible for aligning the Agile WOW with the fixed price/date contracts for three suppliers. Also responsible for implementing Scrum in the software part of the project (hundreds of FTEs), as a member of the Agile Transition Team.

June 2005 – december 2006 *Projectmanager, trainer, CIMSOLUTIONS B.V. (Best, Vianen)*  
Various smaller projects and trainings. Examples:  
Using Rational Unified process to develop a web shop, (.net, C#, size 8 FTE, multi-site.) Develop and provide SCRUM-training for project managers and new employees.

June 2003 – June 2005 *Senior advisor Beteor B.V. (Eindhoven)*

- Consultancy for a group in Philips research: 1-page strategy, Business Balanced Scorecard, Competence Management. Lead assessor EFQM / CMM / ISO assessment.
- Project manager customer surveys (Philips, Eneco), project manager new website Beteor.
- Provided a project management workshop for the board of a number of schools (2College in Tilburg)
- Participated in trainings Competency based interviewing techniques for Philips Recruitment Services EMEA.

June 1996 – June 2003 *ICT Embedded B.V. (Son)*  
Worked in an international context (Nederlands, America, England, Germany).

- Member of the market segment team Mobile Communications  
Helped increase our mobile business from nothing to 50 FTE executing customer projects;
- Programme manager (*ICT Embedded B.V., Son*)  
Intake, start-up and relation management for various projects (mechatronics / mobile communications); executed by 50 persons in four locations. Coaching of project leads. Created standard procedures for executing projects.
- *Project manager (ICT Embedded B.V., Son)*  
Responsible for developing projects for mechatronics and printing/copying.
- *Project manager Océ (Venlo)*  
Worked 1.5 year as a project manager on-site. Developed a software release for the 3165 copier/printer. Team size 10 FTE. Special focus on change management because we replaced a complete Océ team with an ICT team working on the Océ location.
- *Consultant (Océ Venlo)*  
Introduced T-MAP testing approach for a software project of 20 FTE.
- *Assessor (Philips Semiconductors, Prorail)*  
Various CMM level 2+3 assessments (Nederlands, England for Philips, lead assessor for a CMM level 2+3 assessment for Holland Railconsult);
- *Trainer*  
Workshop projectmanagement (VLSI technologies in Tempe, Arizona);
- Taught ICT internal workshops on project management.

augustus 1990 – juni 1992 *NCR Systems Engineering B.V., Nieuwegein*  
Software engineer. Created a prototype system for automatic software distribution and licensing.

## Education and Training

1979 – 1984	VWO (Atheneum-B)
1984 – 1990	University of Technology, Eindhoven Electrical engineering, specializing in Information and communication technology.
1992 – 1996	University of Technology, Eindhoven PhD research under Prof. Wim van Bokhoven, resulting in my thesis “A

1998 – 2000	test method for analog circuits”. ISBW, Praktische Bedrijfskunde
2000	CMM level 2, 3, assessor training (ICT)
2002	Sales and account management (Krauthammer)
2002	CMMI (ICT automatisering)
2004	Certified EFQM assessor (EFQM instituut)
2006	Certified SCRUM master (Sprint-IT)
2007	Certified Prince2 Practitioner (APMG Benelux)
2009	Certified Prince2 trainer (APMG Benelux)
2009	Group dynamics (ICM)
2010	Creative and inspring training (ICM)
2010	Creative with content (ICM)
2010	Non Violent Communication (Authenta)
2011	Creative and inspring training (ICM)
2012	IPMA-C (Cito)
2013	ITIL v3 foundation (planned)
Languages	<i>Dutch: Excellent, English: Excellent, German: good</i>