

Frederik Strindberg



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Personal information

Date of birth: 7.april 1977
Status: Married to Helene Anfinsen Strindberg

Key qualifications

I have:

- interviewed, tested and coached hundreds of job seekers, as well as given many a reality-check about their situation
- provided advice for employees and managers on HSE/HR/recruitment
- helped build a strong employer brand from the onboarding to a professional exit
- located internal talents to company development schemes and graduated the very best
- held various courses for internal and external parties
- assessed company policies for travels, security, mobility and implemented necessary changes
- assessed and measured customer experience in retail with both failure and panache

Work experience

- Feb 2018 – Norsk Folkehjelp (foreldrevikariat)**
HSE strategic development
New global code of conduct and alert system
All handbooks, insurances and implementation of ISOS collaboration
Strategic culture development and work environment
- Nov 2016 – Feb 2018 Norwegian Church Aid / NCA (project engagement)**
Senior HR Consultant / HSE coordinator
HSE, insurance, pension, travel/mobility, mngt. support, handbooks, internal comm. etc.
- Nov 2015 – Oct 2016 AS3 Employment Norge AS**
Career counselor / Key Account Manager
- Coaching 20 + candidates through the social service «oppfølging» via NAV
 - Teaching classes and continuously developing new materials for later sessions
 - Cooperation with companies for internships and positions with social support from NAV
 - Broker between employers, unions, doctors, NAV and employees through difficult cases
- Jan 2006 → SeeYou AS + Servicemind + Manpower**
Mystery shopping projects (1000+ assignments)
- Customer satisfaction surveys – a wide variety of assignments
- Nov 2013 – July 2015 Specsavers Norway AS**
Head of Partner Recruitment
- Identified and recruited external franchisees for Specsavers Joint Venture Partnerships
 - Identified internal talents for our partnership programme, Pathway
 - Supported and graduated candidates through Pathway
 - Coordinated career days and Specsavers awards at the Norwegian School of Optometry
 - Secured collaborations with NOF and member of the "Stay Optom-board"
 - Delivered internal and external presentations (store sessions, awards, schools etc.)
- July 2011 – Synoptik Norge AS (Brilleland and Interoptik)**
HR advisor
- Manager support and training for store managers in 138 stores
 - Handling all store contracts, salaries, insurance, sick leave etc.
 - Supporting onboarding, appraisals, exit interviews
 - Keeping manager- and personnel handbooks up to date
 - Recruitment and interview training for managers
 - Recruiting specialists and store managers

- October 2010 – July 2011 Capgemini Norge AS**
 HR Coordinator (temp position)
 • Project manager Mobility Norway, relocation of personnel
 • Editor of the HR-guide, Manager-guide, HSE Handbook, and intranet
 • Onboarding and exit administration and interviews
 • Company achievement awards - monthly/quarterly + consultant of the year
- April 2010 - October 2010 Norwegian Church Aid (temp position – parental leave)**
 HR Advisor
 • Supporting managers and personnel in Norway and expats.
 • General HR Administration, payroll approvals and insurance (Agresso)
 • Super user on new archive system / training / supervision / support
 • Recruitment of personnel in Norway and foreign service missions
- March 2007 – March 2010 Manpower AS – Key Account Oslo**
 Recruiter / Account Manager → staffing consultant large customers
 • Recruiting (a-z) for clients - projects and permanent placements
 • Screening, interviewing, checking references and credit when applicable
 • Sales and negotiations – Manpowers fee, salary and incentives
 • Career counselling for students and career movers
 • Employer branding – attracting candidates in Norway and abroad
- July 2006 - March 2007 Manpower AS – Business Solutions**
 Personnel Consultant / team leader
 • Interviews, hiring and monitoring sales personnel + quality control
- April 2006 - July 2006 Tele2 AS (now Telia)**
 Coordinating, quality control and training
 • Project worker – the starting of a new customer service centre
 • Preparation and production of training materials
- March 2003 - April 2006 NetCom AS (now Telia)**
 Retail support, training and sales coach
 • Phone support and 2.line of service for dealers (tech support, prices, training etc)
- Jan 1995 - Feb 2003 Past engagements**
 Various positions within sales, customer service, and training
 Customer service rep, sales, delivery service, snowboard instructor, and newspaper delivery

Education

2015-2016	HR Norge / HBV – Norwegian Employment Law (part time studies)
2005-2007	University of Lillehammer - Personnel and management part 1 and 2. Organization and management, psychology, personnel management, conducting surveys, work ethics, labour law, organizational development etc.
1999-2000	Merkantilt Institutt Oslo - Communication, sales and marketing
1993-1996	Ullern Videregående skole - General subjects – specialized in psychology and English

Classes/workshops

2012 SHL (Synoptik)	OPQ certification for managing recruitment tests
2007 Manpower	Work ethics and Norwegian labour law + Interview and sales techniques
2005 Securitas	Coping with stress and threats in the work environment (NetCom)
2004 NetCom	Communication skills and customer service
2001 Telenor Internett	Seminar: sales, methods and self-motivation

Computer skills

Microsoft Office (Word, Excel, PowerPoint) - Superbruker i ulike HR/CRM systemer. Noe erfaring SAP, Agresso og Vivaldi

Languages

Norwegian: Mother tongue / English: Fluent written and oral / German: Basic written and oral

Interests / activities

Squash player, golf, snowboarding, drone racing and all kinds of e-transport equipment (onewheel, e-skateboards etc.)