



Personal information

First name(s) / Surname(s) Anca Alexandra Moldoveanu

Address -

Telephone -

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Nationality Romanian

Date of birth -

About me

I am very organized and efficient, I enjoy working in a rapidly changing environment. I am keen on innovation and an advocate of agile processes. I am also interested in continuous improvement and I am constantly trying to enrich my experience by applying new concepts and knowledge to my work.

Desired employment / Occupational field I am interested in Learning and Development, Talent Management or Organizational Development roles, in a fast changing international environment. I would also enjoy a role in IT or Pharma industry and learn new ways to apply agile principles in my work.

Work experience

Dates October 2024 – Present

Occupation or position held **HR Vice President – Global Head of Culture and Engagement**

Main activities and responsibilities

- Define and articulate the organization's desired culture in alignment with its vision, values and leadership principles.
- Develop a long-term culture roadmap, setting clear goals and objectives for growth and improvement.
- Design and implement engagement surveys and feedback mechanisms (e.g., pulse surveys, focus groups).
- Develop action plans based on survey results, collaborating with department leaders to drive improvements.
- Champion continuous improvement of the employee experience throughout the full employee lifecycle (onboarding, development, retention, exit).
- Ensure company values are consistently modeled, communicated, and embedded in all organizational processes and policies.
- Work closely with HR and leadership teams to integrate company values into recruitment, performance management, and recognition programs.
- Identify and celebrate examples of values in action.
- Partner with executives and managers to embed cultural priorities into organizational strategies and decision-making.
- Serve as a cultural ambassador and role model, coaching leaders on best practices for building positive, inclusive teams.
- Manage change and transformation initiatives from a people-centric perspective, ensuring smooth transitions while maintaining engagement.
- Ensure that culture and engagement initiatives comply with legal and regulatory requirements.
- Develop and maintain policies and guidelines that support ethical, inclusive, and fair workplace practices.
- Liaise with HR, legal, and finance where needed to align culture initiatives with broader organizational policies.

Name and address of employer **Schaeffler AG**, Herzogenaurach, Germany

Type of business or sector Automotive Industry

Dates	January 2022 – September 2024
Occupation or position held	Global Head of Talent Management, Organizational Development and Shopfloor Development (Operations)
Main activities and responsibilities	<ul style="list-style-type: none"> ➤ Design and drive strategic initiatives for Talent Management, Organizational Development and Shopfloor Development, targeting all employees of Vitesco Technologies Operations; ➤ Run the Talent Management Cycle for Vitesco Technologies (Operations BU) worldwide in a purposeful and databased manner; ➤ Partner with HR & leadership teams in all locations to ensure effective performance and development discussions and actions; ➤ Drive Talent Management initiatives such as Mentoring, 360 degrees Feedback, talent exchange (cross-moves), Manufacturing Expert Career etc; ➤ Realize and coordinate shop floor development projects at Vitesco Technologies Operations (e.g. HR Digitalization, Leadership Development @ Shopfloor, Career Map). ➤ Support in filling (Senior) Executive positions, support development of the (Senior) Executives, advice to (Senior) Executives on development opportunities (themselves and their Teams); ➤ Drive org.unit specific development programs (e.g. Accelerating Young Talents Development, cross-talk concept; cross-moves, etc.); ➤ Execution on debriefing for the results of the management diagnostic (Hogan, Assessment Center, Development Center) ➤ Design and implement organizational interventions across locations along with Central Functions, location heads and HR Business Partners and track effectiveness and progress of this interventions; ➤ Realize and coordinate organizational development (incl.shop floor development initiatives) activities at Vitesco Operations level (e.g. diversity initiatives, feedback landscape, employee survey and team development);Act as a key user for MySuccess (SAP Talent Management Module – Success Factors) for Global Operations Business Unit.
Name and address of employer	Vitesco Technologies GmbH , Brasov, Romania
Type of business or sector	Automotive Industry
Dates	October 2019 – Present
Occupation or position held	Talent Management and Organizational Development Specialist – Global HR Operations
Main activities and responsibilities	<ul style="list-style-type: none"> ➤ Run the Talent Management Cycle for Vitesco Technologies (Operations BU) worldwide in a purposeful and databased manner; ➤ Partner with HR & leadership teams in all locations to ensure effective performance and development discussions and actions; ➤ Drive Talent Management initiatives, surveys, feedback landscape; ➤ Design and implement Organizational Development interventions across locations; ➤ Standardize processes across the whole business unit (e.g. Career Map as a competency framework for all locations in Vitesco Operations). ➤ Act as a key user for MySuccess (SAP Talent Management Module – Success Factors) for Global Operations Business Unit. ➤ Act as DLA for SAP Learning Module ➤ Project Manager for Career Map Roll-out in all Vitesco Technologies Plants
Name and address of employer	Vitesco Technologies GmbH , Brasov, Romania
Type of business or sector	Automotive Industry

Dates Mar 2014 – Oct 2019

Occupation or position held **Training Coordinator – Brasov Plant**

Main activities and responsibilities

- Coordination of Training and Development Team;
- Roll-out the global Leadership Programs for Brasov Plant (HC over 1500);
- Part of the process team in the Global Learning Management System Implementation Project (Learning module from Success Factors – SAP);
- Roll-out of Product Lifecycle, Problem solving, Project Management and Product Training programs in order to increase knowledge and awareness in Brasov Plant;
- Assess training needs for BV Plant;
- Manage the delivery of training and development programs and, as an expert, develop a training strategy for the organization;
- Support the development of internal trainers and coordinate the team in line with the Training Plan and Budget;
- Responsible with the development of alternative training formats. Leading role in development of e-learning techniques; - Ensure the compliance with legal and corporate guidelines.

In this role I also created an evaluation program for shop floor area. Also, I created a roadmap to be followed in order to help shop-floor employees to develop and fill in technical jobs or leadership jobs. The project is called “Career Map” and it became a blueprint that is now implemented in all Vitesco Technologies Plants (around 30 plants) and in various Continental Plants.

Name and address of employer **Continental Powertrain Romania**, Braşov, România

Type of business or sector Automotive Industry

Dates Nov 2011 – Mar 2014

Occupation or position held **Training Coordinator – Brasov GMS Plant**

Main activities and responsibilities

- Monitor and report training activity against a series of agreed measures and KPIs;
- Deliver GMP Induction training and myLearning application training;
- Support, monitor and continually improve the site systems associated with the co-ordination and administration of site training activities;
- Ensure current ways of working and any future changes to training processes are well communicated and understood across the site;
- Prepare any necessary documentation in respect of site training processes and records management to support site audit requirements;
- Act as a key system administrator within myLearning ensuring all training co-ordination and recording is delivered via myLearning as the single, validated learning management system in GSK;
- Perform periodic audits of the myLearning data to ensure the integrity of the documentation is high.

Name and address of employer **GlaxoSmithKline**, Braşov, România

Type of business or sector Pharmaceutical Industry

Dates Jan 2011 – Nov 2011

Occupation or position held **HR Trainee – Brasov GMS Plant**

Main activities and responsibilities	<ul style="list-style-type: none"> ➤ Meet with departmental representatives to discuss HR issues; - Refer issues to senior HR staff; ➤ Manage the relationship with recruiting agency; ➤ Assist departments with their recruitment needs through liaison with agencies; ➤ Conduct inductions of new staff; ➤ Assist with the implementation of HR policies, procedures and self-service applications; ➤ Respond to other ad-hoc queries from personnel in the company; ➤ Take part at the job analysis process for GlaxoSmithKline Factory Brasov in 2011;
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Work with Romanian Authorities for adding specific jobs from Pharmaceutical Industry in C.O.R. (Romanian Occupations Glossary).

Name and address of employer **GlaxoSmithKline, Braşov, România**

Type of business or sector Pharmaceutical Industry

Education and training

Title of qualification awarded **Master's in Human Resource Management and Development, valedictorian**

Name and type of organization Faculty of Sociology and Communication Sciences, Transylvania University of Braşov

Dates 2010-2012

Title of qualification awarded **Bachelor's degree in Sociology, valedictorian**

Name and type of organization Faculty of Law and Sociology, Transylvania University of Braşov

Dates 2007 – 2010

Languages

	Understanding		Speaking		Writing
	Listening	Reading	Spoken interaction	Spoken production	
English	C2 Proficiency	C2 Proficiency	C2 Proficiency	C2 Proficiency	C2 Proficiency
German	B2 Medium	B2 Medium	A2 Beginner	A2 Beginner	A1 Beginner
Spanish	A1 Beginner	A1 Beginner	A1 Beginner	A1 Beginner	A1 Beginner

Social skills and competences I have good social and communication skills acquired through hands on experience in different roles, by acting as a consultant for various target audiences and processes. I have the capability to conduct and facilitate training sessions, presentations and workshops and adapt quickly the messages to various target audience (e.g. from blue collar employees to executives).

Organizational skills and competences I am very organized, I enjoy working in a rapidly changing environment. I am keen on innovation and an advocate of agile processes. I am also interested in continuous improvement and DevOps, constantly trying to enrich my experience by applying new concepts and knowledge to my work.

Certificates and competences

- Explore Leadership Program – Vitesco Technologies
- „Power BI Training” – Vitesco Technologies
- „Problem Solving Train of Trainers” – Continental Corporation
- “Healthy Leadership”, “Stress Control” Train of Trainers Program – Continental Corporation
- “Train of Trainers” – ASCENDIS
- „Belbin Consultant Accreditation”, EDUROM
- „Six Sigma Green Belt Training”, Continental Automotive

Other skills and competences Capability to gather and synthesize information on internal and external environments, project management skills, customer orientation, self discipline