

# CV for Jesper Allentoft

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Jesper Allentoft

Carolinevej 20, DK-2900 Hellerup

7 May 1955

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## Education

1987

MA in Psychology, Copenhagen University, authorization in clinical psychology, thesis: supervision of psychotherapy (grade point average 9.6)

## Employment record

Jun. 2010 –

**Executive Vice President, Stakeholder Relations, Chr. Hansen Holding A/S**

- Member of corporate management (Corporate Leadership Team)
- Managerial responsibility for 48 employees.
- Responsible for preparing Chr. Hansens's worldwide HR strategy
- Responsible for coordinating global HR activities in the international part of the company
- Handling the HQ function and being a centre of expertise as regards development, execution and support of concepts
- Introducing and orchestrating the OA (Organizational Audit) – OR (Organizational Review) – UR (Unit Review) process; an organizational development tool
- In connection with the acquisition of Medipharm, responsible for the integration process
- Responsible for HR issues in connection with the divestment of the Flavor division
- Representing Chr. Hansen in relation to employee conditions (press contact, conferences etc.)

### Company duties

- Member of Remuneration Committee (2010 - )
- Member of Nomination Committee (2010 - )
- Chairman of "Miljørådet" (2006 - )
- Chairman of "DialogForum" (2013 -)

### External duties

- Member of Advisory Board of "Certificate in Entrepreneurial Leadership" at DTU (2008 – 2010)
- Member of PFA's Customer Relation committee (2006 – 2009)
- Member of Steering Board for SiMi's "Managing Food and Beverage Innovation" programme (2006 – 2008)
- Instructor at Copenhagen Business College and DTU, by request

**Honorary Awards**

- HR Manager of the Year (2010) – awarded by the association “PID – Personalechefer i Danmark”
- “Årets HR beslutningstager” (2007) – awarded by 600Minutes Management Events
- Elected the preferred HR Manager by Berlingske Nyhedsmagasin for their managerial “Dream Team” (2006)

**Sep. 2008 – Jun. 2010 Vice President, Stakeholder Relations, Chr. Hansen A/S**

- Taking over responsibility for Stakeholder Relations which besides Global People & Organization include Corporate Communication, Corporate Social Responsibility, Lean Facilitating Team, Canteens Denmark, Reception and Post.
- Managerial responsibility for 48 employees

**Jan. 2006 – Sep. 2008 Vice President, Global People & Organization, Chr. Hansen A/S**

- Member of corporate management (Corporate Leadership Team)
- Introducing new HR organization
- Preparing global 3 year HR strategy
- Orchestrating a major reorganization of the Research & Development organization (2007)

**Aug. 2005 – Jan. 2006 Den Danske Bank / Ireland**

Expatriation to Belfast producing 3 year HR strategy for Northern Bank (3000 employees)

**Jan. 2004 – Aug. 2005 Co-founder/partner, Impactt - partners in organisational Excellence.****March 1998 – Dec. 2003 Vice President, Human Resources, Novozymes A/S (former Enzyme Business, Novo Nordisk A/S)**

Member of corporate management and managerial responsibility for 31 employees. Responsible for preparing Novozymes' worldwide HR strategy and policy. Support of the link between business development, organisational development, competency development and supporting HR systems/tools. Responsible for coordinating HR activities in the international part of the company. Handling the HQ function and being a centre of expertise as regards support and development of concepts and web based systems. Maintaining a high profile for Novozymes internally and externally within the HR area through keeping an ambitious, professional level in all HR centres of expertise. Responsible for the HR function's centres of expertise: International Compensation & Benefits, Corporate Social Responsibility, Compensation & Benefits in Denmark, HR systems and labour market analysis and statistics, HR support to line management, Training and development of employees at corporate level.

In connection with the demerger from Novo Nordisk in 2000, solely responsible for 2 out of the 12 projects established to ensure a successful demerger. “Develop new company incentives” and “top management review” as well as incorporating part of the previously corporate staff functions into the HR organisation (training and development; international compensation and benefits;

compensation and benefits in Denmark; corporate social responsibility)

#### External duties

- Member of a think tank established by The Danish Confederation of Professional Associations (AC) dealing with competency development and management (2003-)
- Member of "Forenede Gruppeliv" - United Group Life's Committee of Representatives (2003)
- Member of panel of experts appointed by the Danish Ministry of Business and Industry to form the basis of the Ministry's extensive survey of management in Denmark in 2001

- Sep. 1995 – Febr. 1998**    **Human Resources Director, Novo Nordisk Engineering A/S**  
Member of the management team. Was in charge of the day-to-day management of the personnel function with 3 employees and the Executive Assistant. NNE had approx. 700 employees (primarily engineers). Administered Novo Nordisk's overall personnel policies and systems. Responsible for concept and organisational development, coaching, climate seminars, recruiting, personnel administration etc. Worked very closely together with NNE's CEO. Was prime mover in a radical reorganisation of NNE to become a more customer oriented project organisation.
- March 1993 – Sep. 1995**    **Training Manager, Nycomed DAK A/S**  
Responsible for the corporate human resource development activities in Hafslund, Nycomed's Danish companies and in Estonia, approx. 700 employees. Implemented a.o. a versatile management development programme, courses and seminars at all levels; managed a comprehensive production efficiency programme; sparring partner/process consultant for groups as well as individuals; teambuilding and interviews and tests in connection with recruiting of managers. Took part in the background group for the international management training of the company.
- Febr. 1990 – Febr. 1993**    **Consultant (vocational psykology), Saville & Holdsworth Ltd.**  
Carried out management and organisational development projects; merger support; management coaching; teambuilding; crisis intervention; supervision etc. for a.o. Aktivbanken, Den Danske Bank, Monberg & Thorsen, Nycomed DAK, Benzoin Pharma, Philips, Greenland Contractors, Bang & Olufsen, The Danish Working Environment Service, the management group of the S-train division of DSB (Danish State Railway), Ministry of Ecclesiastical Affairs, Danish Medical Association, Brüel & Kjær, Grace, Georg Müller A/S, hospital management groups in Frederiksborg og Roskilde counties, Odense University Hospital, Næstved Hospital, Viborg Hospital, København, Ålborg, Randers and Årsløv municipalities. Responsible for SHL's training in administration and interpretation of vocational tests.
- 1989 – 1990**    **Clinical psychologist, Frederiksberg Municipality**  
Worked as clinical psychologist for the youth guidance clinic.
- 1987 – 1989**    **Psychologist, Nordvang, Copenhagen County Hospital**  
Managed the treatment section at the youth psychiatric centre. Supervision and psychotherapy.

1976 – 1987

**Psychologist/Teacher, Stolpegård, Copenhagen County  
Hospital**

Group therapy, couples and individuals; teaching.

### **Personal data**

I am married to film director Lone Scherfig and we have a daughter.