

CURRICULUM VITAE

PERSONAL DETAILS

Name Mark Lyndon Pautz
Date of Birth January 21, 1961
Place of Birth East London, South Africa
Marital Status Married, no children. Both Débra & I have *Entry Clearance* to live & work in the UK
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EDUCATION

1982 - 1988 **University of Pretoria (South Africa)**
Faculty of Commerce majoring in Personnel Management (Industrial Psychology)
B.Com, *cum laude* ('84), B.Com (Hons) *cum laude* ('85), M.Com *cum laude* ('88)
Topic of Masters Dissertation: *The Impact of a Leadership Training Programme on Leadership Style Flexibility and Adaptability*

Distinctions In seven years at university I completed a total of 39 courses, achieving distinctions in 27
Honours Academic Honours Colours; bursaries (Gencor, M&R, CSIR, UP); top student awards.

LANGUAGES

English – native; **Afrikaans** – fluent; **Dutch/Flemish** – conversational; **German** – fair

WORK EXPERIENCE

April 1992 - present **Deloitte & Touche in Central Europe (DTCE) & South Africa**
Regional Director of Human Resources (June '00 – present)

Strategic HR management for DTCE. Reporting to the CEO, an ex-officio member of the DTCE Management Committee and Operations & Growth Initiatives Committee. Accountable for HR activities across 16 countries and 26 cities. Official representative of DTCE HR at global executive level. Manage central office team of 9 and leader of a regionally dispersed team of 43. Direct responsibility for an annual budget of ±US\$ 1m.

Director of Human Resources for Management Consulting (Jan '98 – May '00)

Regional functional accountability for HR in DTCE's MC practice (7 countries). DTCE's representative on global Management Solutions HR taskforces and committees. Responsible for the roll-out of global HR initiatives and ensuring compliance in DTCE. Business advisor to the Managing Partner of DTCE's MC practice.

Director of Human Resources for the Czech Republic (Nov '95 – Jan '98)

First country HR Director in DTCE. Established the Czech HR function from a zero base. Responsible for the full range of HR activities and grew the practice from 100 staff to almost 500 in two years. Championed regional standardization. The only non-Partner participant in all Partner meetings. Managed a team of two.

Human Resources Manager, D&T South Africa - Head Office (Apr '92 – Sept '95)

Reported to the National HR Partner. Responsible for Tax Department (75 employees), conditions of employment, international mobility (for Africa region), attitude and remuneration surveys, psychological counselling, ad hoc client consulting assignments.

Oct. '88 – Mar. '92 **Groman Consulting Group**

Development, refinement and presentation of assessment centres. Client research projects, staff surveys and organizational diagnoses. Conducted needs analyses and delivered management training. One year sabbatical in Europe – contract assignments.

Jan. '85 – Sept. '88 **Council for Scientific & Industrial Research (CSIR)**

Senior Training Officer in a team of three and an organization of 4,000. Needs analyses, developing, presenting and evaluating courses, CBT network manager.

PROFESSIONAL ACCREDITATION

1988 & onwards **Industrial Psychologist** registered with Health Professions Council of SA (PS 0025453)
Society for Industrial Psychology – International Member
Psychological Society of South Africa – full member
South African Society of Clinical Hypnosis – full member
SA Institute of Personnel Management – full member (potentially lapsed?)
SA Board for Personnel Practice – registered as Personnel Practitioner: Generalist

ADDITIONAL SKILLS & HOBBIES

Computing - excellent knowledge of MS products & web site design (HTML 4). Glider pilot, scuba diver, published photographer, Diploma in wine tasting viticulture and oenology, adventure traveller, motorcycle & sports car owner. Lapsed wind-surfer and squash player. Retired snow skier. Beginner golfer. Genealogist. Antiques collector!