



**Consultant Profile
Anders Rydbacken**

**Services within
Recruitment & Assessments**

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Clavic Consulting AB

Owns by Anders Rydbacken, lives in Gothenburg born in 1971.

Clavic Consulting Started in 2012 with a focus on recruitment processes of managers and professionals. The experience of a lot of industries in different positions for more than 25 years has given Clavic Consulting a good insight into efficient recruitment processes. Clavic Consulting offers tailor-made services as described below, where the needs may be different depending on the challenges and needs of you as the client.

Recruitment / Headhunting

Appointment of key positions where a selection of candidates who fit the job description is presented to the client, examples of recruitments are HR Manager, CFO, Sales Manager, Sales Reps, CEO and Board members. Initially, a thorough job description is implemented where the requirements are defined for the positions and the behavioural competencies that are critical for success in the role, including a survey of the industry. Together with the client, it is decided where we can best find the possible candidates, which may involve advertising or active search via Search / headhunting or a combination of both alternatives. The final candidates are assessed by personality - motivation and ability tests. Extensive background checks are performed on the final candidate to ensure the candidate's history.

1:1 assessments/ Second Opinion / Management Audit

Initially, the behavioural competencies that are crucial for success in the intended role, both personality and motivators are selected. The candidate is invited to an online based assessment from the test provider SHL Group which consists of the personality form OPQ, the motivation form - MQ and Verify Verbal, Numerical and Logical ability. The candidate receives a personal feedback. Reporting together with a written report is carried out in a personal meeting with the client - the recruiting manager. This service can also be supplemented with inbox and presentation exercises as below.

Recruitment consultant - interim or project form

Complement to all or parts of a recruitment process - an approach that can be different depending on what need the customer might have.

Tests from SHL Group

SHL, www.shl.com is a world leader in personality and ability tests. Clavic Consulting offers the entire product catalog depending on the need. If you are certified in interpreting and giving feedback in SHL's tests, you order the online links you need before your process - these are administered by Clavic but feedback to the candidate is performed by you. Since the acquisition of Previsor, SHL also has knowledge tests such as language tests and IT tests, which makes SHL together with original personality tests, motivation tests, ability tests, assessment exercises and 360 ° evaluation a complete supplier in all parts in a Talent Acquisition Process.

Employments

Clavic Consulting AB – www.clavic.se

2012-09-01 – ff

Offers in consulting form recruitment services including assessment processes.

Specific projects have been:

In-house recruitment consultant of Thule's division office in Jönköping.

1:1 assessment of 145 first-line managers within Regional Service, VGR Gothenburg

1:1 coaching sessions of 80 first-line managers within Regional Service, VGR Gothenburg

HR specialist to support recruiting managers at RISE in Gothenburg

Course leader on behalf of SHL to train HR / Recruitment consultants in using personality and ability tests in-house.

Own recruitment assignments - including HR manager, CFO, Sales and CEO

Very good knowledge in personality, motivation and ability tests - certified user of:

SHL Group's test battery consisting of OPQ, MQ & Verify ability tests

AON (Cut-e) test battery consisting of Shapes & Scales

Assessio's test battery consisting of MAP & Matrigma

Effect Search I Sverige AB

August 2010 – August 2012

Executive Search/Headhunting firm, specialized in executive recruitments

Managing Director/Senior Consultant

- Consolidated operations by dismantling a couple of local offices and focused the business in Gothenburg & Stockholm.
- Separated the recruitment of qualified professionals to the newly established company Scandinavian Evaluation AB, SEVAL
- Established new company profile and renamed from Effect Management Search
- Hired recruitment consultants and researchers to meet the new objectives
- ~ 23% growth, 18,7 MSEK – 22,9 MSEK fiscal year 2010-11, EBIT ~ 5%
- 8-10 Recruitment assignments of Senior managers

SHL Group Sverige

June 2004 – June 2010

Global leader in talent measurement offers employment testing tools and employee development assessment services. Sales of a product portfolio containing concept solutions for HR managers to identify hire and develop their staff.

Regional Sales Manager/Senior Consultant

- Launched the sales organization in Gothenburg/Malmö, with sales to new and existing customers and employed and managed a team of 7 people including business developers and in-house sales coordinators.
- Member of the Nordic Management Group (Nordic Sales) reporting to the VP Sales Nordic
- 400% growth 2,8 MSEK to 14 MSEK from 2004 to 2010, TB1 ~ 73%
- Key Account Manager for several global customers, including AstraZeneca, Trelleborg Group, IKEA & Volvo Group

OstermanHelicopter AB

November 2000 – June 2004

Sweden's largest helicopter company with helicopter locations in Östersund (ambulance, the liming of lakes and other activities), Stockholm (Ambulance), Gothenburg (the liming of lakes and other activities)

Overall responsibility for sales and marketing

- Member of the Swedish management team, involved in the senior management team at group level – the Airlift a/s in Norway
- P&L responsibility, reporting to the CEO, sales budget of 100 MSEK
- Customer contract was signed with Vattenfall, Fortum, NCC, SVT (Broadcasting of Vasaloppet & Stockholm Marathon), together with the county administrative boards for the mission to carry out the liming using helicopter. The construction of 3 G Poles using helicopter was another successful concept.

Poolia Sverige AB

February 1998 – October 2000

Poolia was established in 1994 under the name of Ekonomipoolen & Teknikerpoolen, renamed in 1997 to Poolia and is one of Sweden's largest players in the staffing and recruitment business.

Poolia became a Plc. in 1999.

Business Area Manager

- Founded the business area "Administrator staff" in Gothenburg (administrators, customer service & assistants).
- Started by deliver sales of my own and then hired an internal organization of 6 people with over 130 temp staff in various assignments within the Office administration segment in Gothenburg.
- As business area manager I had P&L responsibility and reported to the local MD and was member of the management team of Poolia Väst.
- Monthly invoicing of 3.5 MSEK to 4 MSEK, the fiscal year 2000 we forecasted a turnover of 40 MSEK



SeaCat Sweden AB

April 1993– February 1998

SeaCat (Sea Containers Ltd) was established in Sweden and Gothenburg in the summer of 1993 as a challenger to the market leader Stena Line on the route Gothenburg-Frederikshavn in Denmark. The SeaCat fast ferry was nearly twice as fast as conventional ferry from Stena Line and the first summer (1993), we achieved a market share of 20 %.

Team leader Sales

- Manager in the sales department in Gothenburg, depending on the season consisted of 20-40 sales representatives
- Duties included responsibility for bookings of passengers including travel, meals & hotel options. Manager at departure and arrival of the fast ferry to Gothenburg

Several Field Sales positions

August 1991 –April 1993

For example Electrolux Business School

Volvo Car Corporation

August 1989 – August 1991

Mounted different equipment into Volvo model 240

Education history

IHM Business School

2015

Operation management, part of a Master examination

IHM Business School

2013

Business Finance, part of a Master examination

IHM BUSINESS SCHOOL of Gothenburg

1999 – 2001

Certified DIHM Marketing Management

Strategic & Tactical Marketing, Business Economics, Business Law

Upper secondary school at Västerhöjdsskolan in Skövde

1987-1989

Internal sales & management educations

Miller Heiman Strategic Selling, L.A.M.P, P.R.O.F.I.T.S and SPIN
Selling Very good skills in English both verbal and in writing

Leisure activities Spending time with my family (my wife Anna & my daughter Clara & my son Victor) a lot of Running & Cross country skiing activities to fresh up my mind.

Additional Certified border member of Styrelseakademien in 2011,