

Andrea Sághy



Personal Information:

Date of birth:

Address:

Mobile:

E-mail : saghy.andrea@telekom.hu

Education:

1991 – 1995: Finance and Accounting College (Budapest, Hungary)
economist

Work experience:

July 2015 - : Magyar Telekom Nyrt, People Strategy Directorate - Director of People Strategy

Magyar Telekom Group's people strategy and human resource strategy

- Tasks:
- to elaborate Magyar Telekom's people strategy and HR strategy
 - to monitor the realization of the strategies
 - to represent HR in M&A, insourcing, outsourcing projects
 - to project management in international and company projects
 - to submit HR topics to Management Committee and to the BoD
 - to collaborate with DT HR projects, DT EU HRD and TWM/C&B community

MT Group's TWM management and remuneration activities

- Tasks:
- to manage the process of human resource management, strategic planning, budgeting of TWM cost on MT Group level
 - to set guidance and principles related to TWM management
 - to set up complex and cost effective compensation and benefit scheme and to develop related policies
 - to design HR systems and tools, new solutions to support business
 - to harmonize with employee representative bodies in headcount and compensation related topics

MT Group's organization, management and competence development

- Tasks:
- to manage development project (i.e. management developments)
 - to map skills and competences in MT Group
 - to plan and coordinate org development and change management activities
 - to define features of the company culture
 - to develop orientation programs, career management, retention, etc. policies
 - to develop the framework of atypical employment forms
 - to facilitate continuous workforce development and innovation

Jan 2010 – June 2015: Magyar Telekom Nyrt, HR Financial Center – Head of Center

Responsible for both the strategic workforce planning and also for the operative budgeting, analysis of personal related cost management on MT Group level.

- Tasks:
- to manage strategic workforce planning, budgeting process
 - to elaborate wage and remuneration policies
 - to prepare headcount, wage and fringe benefits material for the corporate level
 - Trade Union negotiations and participation in the negotiations
 - to give strategic guidance and takes control over international subsidiaries in terms of Total Workforce, Headcount and remuneration issues
 - to conduct benchmarking analyses of the labour market and compensation

Jan 2002 – June 2009: Magyar Telekom Nyrt, Chief HR Officer's area – Financial advisor and project manager

Supporting the Chief Human Resource Officer in decision making.

- Tasks:
- to manage in and outsourcing projects
 - to manage or take part in organizational restructuring projects
 - to support CHRO in preparation for Management Committee and BoD meetings

Nov 2001 – Jan 2002: Magyar Telekom Nyrt, Cost optimization project – Project Director

Directly reporting to the Management Committee as a Project Director.

- Task:
- to analyze cost structure of the company

- to find cost reduction possibilities
- to prepare the implementation plan

June 1998 – Nov 2001: Magyar Telekom, Economics Branch/ Controlling Directorate – Head of Department

Responsible for the budgeting and the controlling processes of the Company.

- Tasks:
- to manage annual budgeting process
 - to set guidelines for monthly analysis
 - to support the budget/actual analysis of the business units
 - to support decision making process

Dec 1995 – June 1998: Magyar Telekom, Economics Branch – financial analyst

Elaborating a product profitability model using Activity Based Costing methodology.

- Tasks:
- to manage a project being responsible to elaborate a product profitability model
 - to design regulatory costing model
 - to make revenue and cost analysis for products

Representative Bodies:

- Member of Supervisory Board of EurAccount Kft (past)
- Member of Mindentudás Egyeteme Kht (past)
- Chairman of Supervisory Board of Dimenzió Kölcsönös Biztosító És Önszegélyező Egyesület (2010-2012)

Personal skills:

Language knowledge:

- English higher intermediate

Computer skills:

- Good command of Microsoft Office tools (Word, Office, Excel, Powerpoint)

Driving license: Category „B”

Other skills:

- excellent strategic thinking
- general and telco business knowledge
- can-do attitude
- great collaboration skill
- customer oriented
- highly goal oriented
- openness to change
- foresight thinking
- strong written communication skills
- flexibility

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