



## José - Human Resources



*Click image to zoom*

Name: José  
Company: arvato digital services Spain  
Title: Assistant of HR-Manager  
Location: Madrid Coslada, Spain

**Describe your educational background. Where did you study, what degrees did you receive?**

Bachelor in Economics and Business, MBA.

**Describe your career history. What have been your professional experiences prior to your current position?**

Started at Banco Español de Crédito in 1989 as an analyst in the banking sector. In 1997 I was in charge of the HR-department in ZF ESPAÑA, S.A., multinational German company in the automotive sector.

**What are your current roles and responsibilities?**

Administrative Tasks: payrolls, social security, presence control.  
Support Personnel Policies: Training Plan, Conciliating Plan, Labour Risk Prevention.

**What attracted you to your company and position? What is your favorite thing about your job?**

To keep in contact with the people, listen to their feelings and expectations to improve the company's results.

If you could meet anyone from history, living or dead, who would it be?

Emilio Botín, CEO of Santander Banking. He is very good at making

decisions.

**My favorite spot in the world:**

A great landscape in the mountains relaxes me very much.

**What qualities do you feel are necessary to be a successful employee at your company?**

Drive, reliability, communicative, hard worker and good at making decisions.

**My favorite book, movie and artist are...**

Book: Business Minds, several authors

Movie: A few good men

Artists: Kool & the Gang (80's)



Work and family, living in perfect harmony.