



# FREDERIC LEDENT

## Hallo, I'm Frédéric

Entrepreneur with a passion for HR, people, sales, (HR) technology and startups. **13 years business experience, mainly in the HR/Consultancy industry, within IT and Engineering.** Overall focus on building, growing and developing start-ups while putting my internal staff, technical team and clients at the centre by creating an added value. **Building succession, evolving people, driven by co-ownership and a passion for people and entrepreneurship.**

## CONTACT



27/01/1990



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## BESCHIKBAAR VOOR EEN INTERESSANTE UITDAGING ALS

- Recruiter
- Talent Manager
- Talent Acquisition Specialist
- Learning & Development Coach
- Business Development Manager
- HR Strategie Consultant
- Business Process Consultant
- General Manager / CEO

## WERK ERVARINGEN

### OWNER | INGUZ BV

08/2024 - CURRENT

In August 2024, I will start a small start-up that is focused on niche HR activities such as HRIS, Recruitment As A Service on one hand, and on the other hand, consultancy for high-level interim management HR professionals such as HR Director, CHRO, and HR Manager.

### OWNER | GOOD MOOD BV

04/2017 - CURRENT

In April 2017, I began my journey as an independent entrepreneur, where I was one of the co-founders of Bennet Engineering during my initial period. However, at the beginning of 2022, I made the decision to return to active freelancing/consulting.

### DARK LIGHT | HR BUSINESS MANAGER

(01/24 - 07/24)

#### Responsibilities:

- Recruitment & selection of data & BI professionals
- Managing the entire recruitment process (sourcing/interviewing candidates, salary negotiations, providing feedback to clients/candidates)
- Sourcing, selecting, and interviewing engineers, account managers, and recruiters/HR BPs
- Initiating, managing, and developing an extensive client portfolio in various sectors, from start-ups/SMEs to large enterprises
- Leading the recruitment team (2 FTE)
- Developing an HRIS plan (recruitment tools and ATS systems)
- Creating an employer branding value proposition

## EXPERTISE

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- Talent Management
- Recruitment
- Recruitment Strategy
- Strategy Design & Implementation
- Individual Coaching
- Client Development
- General Management
- Fleet (HR) Management

## ERVARING MET VOLGENDE PROFIELEN

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- White/Blue collar
- ICT
- Data & Business Intelligence
- Engineering
- Finance
- Sales & Marketing
- HR
- Supply Chain

## HRIS SOFTWARE

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### PROFILE



### BULLHORN



### CV WAREHOUSE



### VINCERE



### NOTION



### HUBSPOT



### LEMLIST



### DROPCONTACT



### LUSHA



## TAGLAYER | CANDIDATE EXPERIENCE CONSULTANT (10/23 - 03/24)

### Responsibilities:

- Online analysis of Customer/Candidate Experience of 'working at' websites and employer branding landscape of clients.
- Building and maintaining strong relationships with customers and key stakeholders of Taglayer.
- Giving product demos and presentations to potential customers.
- Providing advice and support in setting up performance management for internal employees.
- Developing a recruitment scan (current recruitment flow, employer branding, and HRIS systems).

## GIMBER | HR PROJECT MANAGER (07/23 - 10/23)

### Responsibilities:

- Developing the mobility AS-IS situation (workflow, company expenses, ...)
- Defining and implementing a new mobility plan based on business costs, new legislation, employee experience, ...
- Analyzing the current recruitment process as well as establishing and implementing a new recruitment process
- Implementation of recruitment marketing (employer branding).
- Recruitment and selection of white-collar profiles.

## DARK LIGHT | RECRUITMENT STRATEGY SPECIALIST (07/23 - 08/23)

### Responsibilities:

- Setting up business processes and commercial templates.
- Developing recruitment/commercial training for sales and recruitment.

## BENNET ENGINEERING | L&D COACH (04/23 - 06/23)

### Responsibilities:

- Identifying training and development needs of new internal employees.
- Develop recruitment/commercial trainings for account managers and recruiters
- Set-up training manual, business process procedures and commercial templates
- Individuele coaching en begeleiding bieden aan medewerkers
- Integration of L&D program (talent management)
- Set up of HRIS plan

## IT SOFTWARE

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### MS-OFFICE



### AGILOFT



### MONDAY



### BRIGHT ANALYTICS



### LINKEDIN/LINKEDIN RECRUITER



## COMPETENTIES

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- Ambitious
- Focus on Quality
- Result Driven
- Problem Solver
- Hands-on
- Analytical
- Innovative

## TALEN

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DUTCH

ENGLISH

FRENCH

POLISH

## MEDE-OPRICHTER | BENNET ENGINEERING

04/2017 - 04/2022

In April 2017 I co-founded Bennet Engineering within the Dixon & Company Group. Bennet is an engineering staffing and consultancy firm specialized in the process industry. We grew to a company with 110 FTE, 13€ million turnover and 1,6€ million EBITDA. We sold the company in 2020 to Copus Group for further growth opportunities and strategic reasons. During this period I was responsible for different roles :

### LEARNING & DEVELOPMENT

#### Responsibilities:

- Develop recruitment/commercial trainings for account managers and recruiters
- Set-up training manual, business process procedures and commercial templates
- On-the-job coaching

### RECRUITMENT & HR

#### Responsibilities:

- Managing the full recruitment process (sourcing/interviewing candidates, salary/rate negotiations, advice candidates/clients during process,...)
- Identify, select and interview highly qualified engineering experts, commercial talents and recruiters/HR BP's
- Developing salary proposals and drafting employment contracts
- Organizing and conducting performance review meetings
- Developing, supporting HR objectives, and establishing processes (performance reviews, HR/car policy, reward programs, on/off-boarding, recruitment templates, internal recruitment workflow setup)

### BUSINESS DEVELOPMENT

#### Responsibilities:

- Establishing strategic partnerships with business stakeholders such as external recruitment agencies, clients, and suppliers.
- Business development and maintaining existing customer relationships with companies like BASF, Barry Callebaut, Ineos, Indaver,..
- Legal Management (establishing contracts, tender management)

### ALGEMEEN MANAGEMENT

#### Responsibilities:

- Financial reporting and analyzing (P&L, budgetting, forecasting, KPI's, ...)
- Manage commercial, recruitment, operations and technical teams (110 FTE)
- Developing and implementing new HR, financial, legal and commercial systems
- Launch growth initiatives and new strategies (market mapping new business units, business development strategy, ...)

## EEN PASSIE VOOR

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- Soccer
- Running
- Cycling
- Traveling
- Food
- Podcasts about entrepreneurship

### **BUSINESS MANAGER | STHREE NV**

07/2011 - 03/2017

In July 2011 I started my professional career at Sthree, a global recruitment/staffing agency specialized in STEM with several brands. During this period I've worked for Computer Futures (IT) and Progressive (engineering) where I grew from recruitment consultant to business manager.

### **BUSINESS MANAGER | PROGRESSIVE**

11/2012 - 03/2017

#### Responsibilities:

- Responsible for Progressive Antwerp, a start up within the Antwerp office
- Building the engineering division from scratch towards a profitable business with 2 BU managers, 6 account managers, 2 recruiters, 1 HR BP and 87 consultants for over 10.5€ million revenue within less than 4.5 years
- Implementing consultancy business process for engineering and giving recruitment / sales trainings to new recruitment consultants and recruiters
- Managing the full recruitment process (sourcing/interviewing candidates, salary/rate negotiations, advice candidates/clients during process,...)

### **RECRUITMENT CONSULTANT | COMPUTER FUTURES**

07/2011 - 10/2012

#### Responsibilities:

- Responsible for the infrastructure consultancy IT market
- Building a new market from scratch where I have placed 17 skilled IT consultants for over 2.2€ million revenue
- Focused on a very diverse client portfolio within different sectors from small to medium sized companies by strong business development
- Managing the full recruitment process (sourcing/interviewing candidates, salary/rate negotiations, advice candidates/clients during process,...)

## **OPLEIDINGEN & CERTIFICATEN**

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### **BACHELOR | BUSINESS MANAGEMENT MARKETING**

2008 - 2011

Karel De Grote Hogeschool, Antwerpen

### **ASO | ECONOMIE-MODERNE TALEN**

2002 - 2008

Sint-Michielscollege, Schoten

### **VCA-VOL | VEILIGHEID VOOR OPERATIONEEL LEIDINGGEVENDEN**

2014

Veiligheidsinstituut, Antwerpen