

# Curriculum Vitae

## Personal details

**Name** Thomas Kümpel

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**Year of birth** 1968

**Family status** Married, 2 kids

**Education** University degree in Computer Science  
University of Applied Sciences Würzburg-Schweinfurt

**Member of** GPM - Gesellschaft für Projektmanagement e.V.  
GI - Gesellschaft für Informatik e.V.

**Certificates** 2010 Recertification - Senior Project Manager (GPM - Level B)  
2016 Certified Professional Scrum Master I  
2016 Certified Professional Product Owner I  
2016 Course - Scrum for Agile Project Management  
2010 Certification - Senior Project Manager (GPM - Level B)  
2010 Qualification Course IPMA Level B

**Languages** German (native speaker)  
English (fluent)

**Skill summary** Through my education and long term work experience I have developed

- effective communication, interpersonal and negotiation skills
- the ability to deal with people of all backgrounds at all levels confidently and competently
- the ability to work individually and as part of a team very successfully
- excellent organisation and coordination skills
- I am a confident, competent and professional individual who strives to be reliable, flexible and motivated
- With a process oriented and proactive approach, I have managed to build and maintain long-term customer relations with successful results
- I am a keen and enthusiastic worker who enjoys new challenges and is highly organised and capable of working under pressure and setting deadlines

## **Key aspects of activity**

- IT-Project-Management and –coordination
- Management-Coaching
- Support of the specialist department in aspects of analysis, conception, design, acceptance procedures and quality insurance of complex software systems
- Implementation and operation Project Management Offices
- Business process analysis and optimization
- Design and elaboration of SLA's (Service Level Agreements)
- License-/Asset-/Vendor- Management
- Change/Conflict-Management

**Work experience**

**Industry/associations/organisations**

- Project Management of complex and/or critical projects
- Support in planning and budgeting of IT-Projects
- Actual state analysis
- Business Analysis
- Business process management and improvement
- Vendor management
- Project settlement
- Staff training/Change management
- Project controlling

**Banking**

- Derivatives, Foreign Exchange, Interest Rates, Equities, Fixed Income
- Online Trading Systems,
- MaH-Guidelines (Analysis/Implementation)
- IT-Service management (following ITIL)
- Construction of operational concepts
- Security- and authorisation concepts

**Experience in**

**Tools**

CA Clarity PPM, MS Sharepoint

**ERP-Systems**

MBS Navision Attain, Exact, Simcorp Dimension

**Operating Systems**

MS-Windows, MS-Terminalserver, Citrix Metaframe, OS/2, UNIX, Linux

**Programming Languages**

C, C++, Pascal, HTML, Java, Basic, SQL, Assembler

**Databases**

MS-SQL, MS-Access, Sybase, Oracle, dBase, Btrieve, C-Tree

**Tools**

Turbo Pascal, MS-Visual Basic, Delphi, Crystal Reports, Netobjects Fusion,  
Lotus Notes (Domino), PVCS, SNIFF  
MS Office, MS-Project (Central), ABC-Flowcharter

**Guidelines**

CMMI, RUP, ITIL, ISO9001

## Activity report

- 11/2019 – today**     **Senior Project Manager**  
(Deutsche Leasing AG)  
Conception of an infrastructure upgrade project for the components RedHat Enterprise Linux, Oracle Databases, JBoss Middleware, MS Windows and MS SQL Server
- 08/2018 – 11/2019**     **Senior Project Manager**  
(VR Smart Finanz)  
Takeover of a project in difficulty with the aim to complete it in the next release cycle and to hand it over to the line at the end of November 2018
- 03/2017 – 07/2018**     **Program Manager**  
(Commerzbank AG)  
Management of the "POET" program in the GS-IT department  
Conversion of a large project into a program, setting up the program management office, the reporting and the QS  
Coaching of the internal Program- and the Project-Managers
- 07/2016 – 04/2017**     **Program Manager**  
(HZD – Hessische Zentrale für Datenverarbeitung)  
Management of the program „IT-Fabrik“ in the department „R“  
Coaching of the internal Program- and Project Managers
- 04/2016 – 08/2016**     **Quality Manager**  
(Bechtle Managed Services AG)  
Quality Manager and Project Management Coach for a large service transition
- 01/2016 – 04/2016**     **Project Management Coach**  
(Deutsche Bank AG)  
Set-Up of a Project Management Office and implementation of the specifications given by QMS V5.7 for the Project Management in the MDI (SAP BW / ETLF / DIS) department
- 01/2015 – 12/2015**     **Senior Project Manager**  
(BDK Bank GmbH)  
Project Manager for the successful migration of the legacy system KB-Online to the new system Cassiopae
- Step in for the internal project management
  - Restructuring and reorientation of the project
  - Implementation of the data migration and a software update
  - Completion of the project
- 10/2014 – 12/2014**     **Project Management Coach**  
(Deutsche Bank AG)  
Set-Up of a Project Management Office in the Program Magellan  
Workstream E2E Integration – Mass Data Integration (SAP BW / ETLF)
- 06/2014 – 07/2014**     **Consulting**  
(Fraport AG)  
- Design of an SLA for a SaaS system which has to be implemented
- 01/2014 – 12/2014**     **Senior Project Manager**  
(Recruiting Agency Bad Homburg)
- Selection and implementation of an recruiting system (SaaS)
  - Design and implementation of the new responsive website 3.0
  - Integration of the new recruiting system into the new website

- 07/2013 – 03/2014 Senior Project Manager**  
(Deutsche Bank Investment Services GmbH)
- Project management at the reactions of legal requirements in the area of Tax
  - Responsibility for:
    - Coordination of the analysis of the individual functions in the project “Gesetzliche Anforderungen“
    - Planning of functionalities including resource planning
    - Review of functional and technical specifications of each software release
    - Planning, implementation and monitoring of testing the functionality delivered to the subject specification
    - Delivery of work packages in time and budget
    - Compliance of the project budget
- 11/2012 – 06/2013 Senior Project Manager**  
(Bilfinger HSG Bankenservice GmbH)
- Multi-Project Management for several savings initiatives and their implementation projects
  - Transition Manager for the transition of new business units into the existing “principal model”
- 04/2012 – 10/2012 Interim Management**  
(Bilfinger HSG Bankenservice GmbH)
- Management of mail & distribution services of Deutsche Bank AG (covering 120 office buildings + 800 retail branches)
  - Day to day management of mail & distribution services across Germany
  - SLA monitoring
  - Vendor Management
  - Complaint management
  - Incident management
  - Support of strategic initiatives
- 03/2011 – 03/2012 Interim Management**  
(Deutsche Bank AG)
- Management of mail & distribution services that are delivered across Germany, covering 120 office buildings + 800 retail branches
  - Day to day management of mail & distribution services across Germany
  - SLA monitoring, Vendor Management, Complaint management
  - Incident management, Support of strategic initiatives
- 04/2010 – 02/2011 Senior Project Manager and Coach**  
(DWS-Investments)
- Implementation of a Project Management Office in the Area “Equities” and “Fixed Income”
  - Definition of the operational and organisational structure
  - Definition and implementation of optimized processes for the whole SW-Development process
  - Multi Project Management
- 02/2009 – 03/2010 Senior Project Manager**  
(Commerzbank AG)
- Multi-Project Management in the Program „Growing Together“
  - Integration of SW-Systems of the Dresdner Bank
- 10/2008 – 01/2009 Senior Project Manager and Coach**  
(Deutsche Bank)
- Multi-Project Management in the Trade Finance department
  - Products: TF-IMEX, TF-OLC
  - Coaching of the team for the CMMI-Implementation
  - Management of the Indian outsourcing partner

- 02/2007 – 08/2008 Senior Project Manager**  
(DWS-Investments)
- Responsible for the implementation of the Performance Attribution & Analysis system "FactSet Dimension"
  - Implementation of the an data warehouse interface (Asset Data Integrator) to the bookkeeping system Simcorp Dimension
  - Transfer of a critical project in the controlled operation
  - Leading of an international project team
  - Service Level Design and Vendor-Management
- Reference of the IT Management of Deutsche Bank (GTO)**
- Granting of the Asset Management Award of Excellence 2007
- 07/2006 – 01/2007 Multi-Project Management in the PMO**  
(DWS-Investments)
- Senior Project Manager in the Project Management Office
  - Supervision and coordination of multiple implementation- and migration projects
  - Development of an Information- and Escalation Management system for the IT-Service Management (Incident-/Problem Management)
- 09/2004 – 06/2006 Migration Management - Outsourcing**  
(DHL – Deutsche Post World Net)
- Migration of complex applications and systems to the outsourcing partner
  - Analysis and Documentation of IT-Systems (Operational Concepts)
  - Transition of applications in the Service Management
  - Planning, coordination and processing of BAT und TAT
  - Development of an Information- and Escalation Management system for the IT-Service Management (Incident-/Problem Management)
  - Analysis and Documentation of IT-Systems (Operational Concepts)
  - Support of the Due Diligence Process and the Outsourcing Management
- 07/2004 – 08/2004 Managing Partner of Prolounge GmbH**  
Reorganization and reorientation of the own company
- 01/2004 – 06/2004 Project Management**  
IT-Infrastructure- and business process analysis in the emerging markets  
(Xella Kalksandstein GmbH - Duisburg )
- Infrastructure analysis in the East European locations (Poland, Hungary, Serbia (Kosovo), Croatia, Russia)
  - Making of decision memos for the steering committee, project budgeting, total TCO analysis
  - Business process analysis; Development of process- and operations manuals
  - Implementation of a database for the project controlling with Lotus Notes
  - Project controlling and planning, coordination of weekly steering committees
  - Operative support of the international location
- 09/2003 – 12/2003 Quality Management**  
Implementation of a complex ERP-Systems (MBS Navision Attain)  
(Oktavia GmbH - Hamburg)
- Analysis of different proposals and specifications
  - Development of decision memos for the board, project budgeting, total TCO analysis
  - Business process analysis

- 04/2003 – 08/2003 Project Management**  
Migration from Client Server to Citrix Metaframe technology  
(Deutsche Börse AG - Frankfurt a.M.)
- Preparation of the capital spending plan and decision memos for the requirement specification and the software selection
  - Project controlling and planning, coordination of weekly steering committees
  - Development of process- and operations manuals
  - Development of Service Level Agreements (SLA's)
- 04/2002 – 03/2003 Project Management**  
Specification, selection and implementation of an ERP-System (MBS-Navision Attain)  
(Deutscher Motor Sport Bund e.V. - Frankfurt a.M.)
- Infrastructure and business analysis, conceptual design
  - Development of the capital spending plan and decision memos for the shareholders, budgeting
  - Business Process Analysis und -optimisation
  - Development of the functional specification
  - Reorganisation of the license management
  - Hardware assortment and -delivery
  - Implementation of the new ERP-System
  - Data migration, testing and staff training
  - Quality assurance und documentation of the software changes
  - Preparation of process- und operation specifications
  - Project controlling
- 06/2001 - 03/2002 Project Coordinator**  
“Project office Unix-Systems“  
(Dresdner Bank AG / Dregis GmbH)
- Support of the IT-Service division and the account management with the preparation of proposals and the development of “Leistungsscheinen”
  - SLA's and calculation tools
  - Coordination of the transfer of systems in the production environment
- 01/2001 – 05/2001 Project Coordinator**  
“Project office NT-Systems“  
(Dresdner Bank AG / Dregis GmbH)
- Construction of the project coordination office
  - Support of the IT-Service division and the account management with the preparation of proposals and the development of “Leistungsscheinen”
  - SLA's and calculation tools
  - Coordination of the transfer of systems in the production environment
- 03/2000 – 10/2000 Start-up Support**  
On-site support for a German IT-Service provider with the construction of a branch office in the UAE (United Arabic Emirates) (Dubai Internet City / Dubai)
- Know-How-Transfer
  - Business analysis
  - Development of a sales- and consulting-concept
- 10/1999 – 12/2000 Project Management**  
Development and design of a ASP-platform (Application Service Providing)  
(Dresdner Bank AG / Dregis GmbH)
- Concept, pilot, creation of proposals
  - „International roll out of a specific software system for the asset-management division of Dresdner Bank AG through Intranet portals via terminal server technology under MS-W2K“
  - Realisation of a pilot system in San Francisco und Frankfurt a.M.

- 06/1999 – 09/1999 Quality management**  
 Development of a security- and authorisation concept  
 (Commerzbank AG FFM)
- Subproject: „Coordination management for the increase of the security and stability of a system in consideration of the “Mindestanforderungen an Handelsgeschäfte“ (MaH-Guidelines)
- 03/1998 – 05/1999 Project management**  
 „Warrant trading via the Internet“ (Commerzbank AG FFM)  
 Coordination of an international team on behalf of the specialist department with the following key aspects of activity:
- Feasibility studies
  - Preparation of the functional specification and the operation manual
  - Project management (Coordination of the development between London und Frankfurt)
  - Development of test concepts and test coordination
- 03/1997 – 12/1997 Sales and Marketing**  
 (Deutsche Bank AG Frankfurt, Head Office Frankfurt a.M.)
- Sales for an electronic-banking system „db-treasury network“
  - Brach rollout and client presentation
  - Administration of the sales team
  - Project planning
- 07/1996 – 02/1997 Administration**  
 (Deutsche Bank AG, Head Office Frankfurt a.M.)
- Development of the IT-System for a sales- and marketing team
  - Administration of the NT, Win95 and OS/2 network
  - User support
- 01/1996 – 06/1996 Software Development**  
 (Deutsche Bank AG, IT- Division Eschborn)  
 Development of the integrated treasury management system „db-treasury network“.
- Development / programming
  - Subproject management (implementation of interest rates risk modules)
  - Conceptual design of the modules for the Unix environment
- 07/1994 – 12/1995 Software Development**  
 (Deutsche Bank AG, Head Office Frankfurt a.M.)  
 Development of the integrated treasury management system „db-analyst“.
- Software migration (from MS-DOS 6.0 to MS-Win95)
  - Migration of the database (from Btrieve to MS-Access)
  - Analysis, conception and implementation of user requirements
  - Development and programming of individual reports
  - On-site user support



# CERTIFICATE

This is to certify that

**Thomas Kümpel**

has attained the required level of competence to be awarded

**CERTIFIED SENIOR PROJECT MANAGER**

**IPMA LEVEL B®**

by PM-ZERT

(the Certification Body of GPM German Association for Project Management e.V.)

using

the Regulations of PM-ZERT and the IPMA Competence Baseline (ICB Version 3.0) as validated by the International Project Management Association (IPMA).

The certification process was conducted in the German language.

This certificate No. **102692** is valid until 10.12.2020


Nürnberg, 11.12.2010

Initial certification  
LOCATION, DATE

Nürnberg, 21.06.2016

Latest recertification  
LOCATION, DATE

  
CERTIFICATION BODY

  
FOR THE ASSESSORS



Certification body accredited by DAkkS according to DIN EN ISO/IEC 17024.  
The accreditation applies to the competency level listed in the DAkkS-certificate.



*This is to certify that on Mon 7 Mar 2016*

# Thomas Kümpel

demonstrated fundamental knowledge of Scrum roles, events, artifacts, and the rules of the Scrum framework that bind them together as described in the Scrum Guide.

In recognition of this, Scrum.org is pleased to provide this certification.



## Professional Scrum Master I



*Ken Schwaber*

*This is to certify that on Tue 8 Mar 2016*

# Thomas Kümpel

demonstrated a fundamental understanding of how to maximize return on investment, optimize the total cost of ownership of products and systems, and the drivers for delivering value, while working as part of a self-organizing, cross-functional team within the Scrum framework.

In recognition of this, Scrum.org is pleased to provide certification at the level of



## Professional Scrum Product Owner I



*Ken Schwaber*