



YOUR HR BUSINESS PARTNER

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Company: Nokia Corporation – Nokia Research Center

Location: Palo Alto, CA

Position Title: Director, Business HR

I. COMPANY BACKGROUND

History

The roots of Nokia go back to the year 1865 with the establishment of a forest industry enterprise in Nokia, Finland by mining engineer Fredrik Idestam. Elsewhere, the year 1898 witnessed the foundation of Finnish Rubber Works Ltd, and in 1912 Finnish Cable Works began operations. Gradually, the ownership of these three companies shifted into the hands of just a few owners, and in 1967 the three companies were merged to form the Nokia Corporation.

At the beginning of the 1980s, Nokia strengthened its position in the telecommunications and consumer electronics markets through the acquisitions of Mobira, Salora, Televa and Luxor of Sweden. In 1987, Nokia acquired the consumer electronics operations and part of the component business of the German Standard Elektrik Lorenz, as well as the French consumer electronics company Oceanic. In 1987, Nokia also purchased the Swiss cable machinery company Maillefer.

In the late 1980s, Nokia became the largest Scandinavian information technology company through the acquisition of Ericsson's data systems division. In 1989, Nokia conducted a significant expansion of its cable industry into Continental Europe by acquiring the Dutch cable company NKF.

Since the beginning of the 1990's, Nokia has concentrated on its core business, telecommunications, by divesting its information technology and basic industry operations.

Mission

“In a world where everyone can be connected, we take a very human approach to technology.”

—*Excerpt from Nokia Mission webpage*

Nokia is dedicated to developing, improving, and sharing communication systems in order to connect people worldwide.

Industries

Telecommunications, networking, high tech manufacturing.

Products and Services

Telecommunications including: mobile phones, digital television, ADSL modems, wireless LAN, telephone switches, Internet appliances, security solutions, software solutions, TETRA, and GPS.

Locations

Nokia is headquartered in Espoo, Finland, and has research facilities in Finland, Hungary, China, Japan, Germany, and Cambridge, USA.

Commitment to Diversity

Nokia aims to evolve its company culture toward a world-class example of an inclusive working environment. Their goal is to enable men and women of different cultural or ethnic backgrounds, skills and abilities, lifestyles, generations and perspectives to contribute their best to our success. They expect their employees to respect and encourage the strength that comes from diversity. They are committed to providing equal and diverse opportunities for our employees to develop and grow, both personally and professionally.

II. MANAGEMENT TEAM

Olli-Pekka Kallasvuo, President and Chief Executive Officer

Olli-Pekka Kallasvuo has been the President and Chief Executive Officer of Nokia since June 1, 2006. Olli-Pekka joined Nokia in 1980 as Corporate Counsel, and has held roles of increasing responsibility since that time. In 1987 he was appointed Assistant Vice President, Legal Department, and in 1988 he was named Assistant Vice President, Finance. In 1990 he was promoted to Senior Vice President, Finance.

In 1992, Olli-Pekka was named Executive Vice President and Chief Financial Officer. In 1997-1998 he served as Corporate Executive Vice President, Nokia Americas, being responsible for all Nokia's business operations in the Americas. He returned to the position of Chief Financial Officer at the beginning of 1999, the position he had held prior to moving to the United States. From 2004-2005 Kallasvuo was Executive Vice President and General Manager of Mobile Phones. On October 1, 2005 he was named President and COO before his appointment to the current position.

Richard A. Simonson, Executive Vice President and Chief Financial Officer

As Executive Vice President and Chief Financial Officer, Richard A. Simonson has responsibility for group Finance and Control, Treasury, Investor Relations, Customer Finance, Risk Management and Assurance, Mergers & Acquisitions and Operating Resource Sourcing.

Rick joined Nokia in 2001 as Vice President, Head of Customer Finance, negotiating and monitoring financial exposures and was responsible for finding third-party financing solutions for Nokia customers. In this capacity Rick was also instrumental in Nokia's worldwide effort to assure the financial strength and flexibility of its four business groups going forward, while simultaneously serving the best interests of Nokia shareholders.

Dr. Tero Ojanperä, Executive Vice President, Chief Technology Officer

As Executive Vice President and Chief Technology Officer, Tero Ojanperä is responsible for corporate and technology strategy, strategic alliances and partnerships, research, standardization, intellectual property rights, venturing, Mobile Software sales and marketing, Forum Nokia developer activities, business infrastructure and Industry Relations.

Tero has played a defining role in the research and development work of Nokia's business groups since joining the company in 1990 as a research engineer within Nokia's Oulu mobile operations.

Tero is also the Chairman of Nokia Foundation, supporting the development of scientific competence and educational capabilities in information and telecommunications technologies. He has held positions on several technology organizations and committees.

Hallstein Moerk, Executive Vice President, Human Resources

As Executive Vice President of Human Resources, Hallstein Moerk has global responsibility for all human resources activity including employee development, management and leadership development, compensation, benefits, staffing and global diversity. He also acts as the 'hosting manager' for Workplace Resources. This role involves helping Workplace Resources achieve their goals by being a discussion partner for WR Vice President Mark Tamburro and his leadership team.

Mary McDowell, Executive Vice President and General Manager of Enterprise Solutions

As Executive Vice President and General Manager, Enterprise Solutions, Mary T. McDowell oversees Nokia's Enterprise Solutions business group. In this capacity Mary is responsible for development, manufacturing and customer engagement for Nokia's complete line of enterprise products and solutions, which includes its mobile business device range as well as security and mobile connectivity solutions.

Mary accepted her current position at Nokia in 2004. Prior to joining Nokia, Mary held the position of senior vice president of Strategy and Corporate Development at Hewlett Packard, where she was responsible for the company's overall strategic planning process. As part of the strategy charter, she was in charge of HP's business portfolio, major initiatives around new markets or new products, and the valuation, negotiation and execution of all corporate development activities across HP. She also led the corporate investment activity including minority equity, acquisitions, divestitures and venture activities.

III. OPPORTUNITY

Background

As a multibillion-dollar global organization, Nokia has a well-defined and efficient human resources team, divided into three core functional areas – Organizational HR, Business HR, and CPD. These groups work closely with employees and management to create and carry out all people initiatives.

Nokia Research Centers (NRC) are Nokia's chief R&D environments and play a large role in defining up-and-coming products and services for Nokia's global markets. The new Palo Alto facility is scheduled to be the second largest NRC in both size and development power. It will employ around 300 expert scientists and engineers and will compete with rivals Ericksson and Motorola in the design of cutting-edge mobile communication devices.

The business HR director will work in a matrixed environment, reporting to the global head of business HR, and working closely with site managers, throughout the U.S., to align HR and OD strategy with business directives.

Reporting Structure

This position reports to Olli Holmstrom, head of global business HR and located in Finland.

IV. DESIRED CANDIDATE BACKGROUND

Professional Experience

Potential candidates should have between ten and 15 years of relevant HR and OD experience; a broad background in all areas of HR including: staffing, cultural development, and team assessment/training; and experience with a large, global organization, developing HR strategies that are aligned with the overall business objectives.

Experience in an R&D/laboratory environment is a plus.

Cultural Fit and Values

Nokia has a forward-thinking 'Finnish' culture, that is reflected in their core values – customer satisfaction, respect for the individual, celebrating achievement, and renewal. Diverse candidates are strongly encouraged to apply.

As an ambassador of these values, the human resources director will need to possess an outward focus on continuous learning, achievement, and respect for every client and employee.

Education/Credentials:

B.S./B.A. required; Masters degree a huge plus.

V. COMPENSATION

A competitive compensation package, based on position requirements, performance expectations, and candidate qualifications--comprising base salary, management bonus, generous stock/equity programs, and full employee benefits--will be offered.

VI. EXECUTIVE SEARCH FIRM

For more information about this search, contact: Valerie Frederickson, CEO, at Valerie Frederickson & Company, one of the nation's premier HR executive search. (650) 614-0220. Send resumes to valerie@vfandco.com as a Word document attachment. Referrals requested.

VF&Co strongly supports diversity through our hiring practices and warmly welcomes and encourages qualified diverse candidates to apply. VF&Co is proud of our record of diversity hires in our client companies and we are proud of the diversity of our VF&Co team, our customers, our candidates, and supplier partnerships.