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# Curriculum Vitae

## Harmen Frobeen



### **Abstract**

An internationally experienced IT GRC (Governance, Risk & Compliance) and Quality Management Professional with 25+ years working engagements in regulated industries, including banks, insurances, pharmaceuticals, diagnostics, life sciences, telecoms, service providers, industrial process automation, and software development. Helped organizations safeguard and enhance the ability to fulfil their mission by identifying and negotiating quality, information and operational risks and to comply with legal, regulatory, or corporate obligations. Strong analytical skills. Well able to cope with cross-functional and inter-cultural environments, interfacing the business domain and IT. Specialities include Information Security and Risk Management (ISO2700x), Quality Risk Management (FMEA, ICH Q9, ISO 14971); BCM (ISO 22301/22313, BSI 100-4), Crisis management, Training and Awareness for all hierarchical levels, Privacy and Data Protection, Records Management.

### **Academic Background**

Diploma in Physics, University of Hamburg, Germany and  
Hahn-Meitner-Institute, Berlin, Germany

### **Language Skills**

German (native), English (fluent), Japanese (basic),  
French (basic)

### **Marital Status**

Married, two children (1994/1996)

### **Date and Place of Birth**

March 6, 1960. Ostermoor, Germany

### **Home Address**

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## *Employment History*

### **Management Consultant, self employed Since Mar. 2011**

- Currently implementing ISMS (ISO 27001) for several clients (IT sector, financial sector)
- Conducted an ISO 27001 assessment (financial sector)
- Conducted numerous information risk assessments for a client (pharmaceutical sector)
- Guided a client in defining and implementing ISMS and GDPR / DSGVO projects at an international service provider (energy sector)
- Guided a client in implementing a new Information Governance (ISMS) scheme (pharmaceutical sector)
- Guided businesses and IT organizations in remediating non-compliance areas in the field of IT Risk and IT Quality (pharmaceutical sector)
- Guided businesses and IT organizations in identifying and managing information risks, and complying with legal, regulatory and business internal obligations, i.e. management and execution of Information Security and BCM mandates (various sectors)
- Supported (PMO) the deployment of a new corporate Intranet at a Japanese multinational (pharmaceutical sector)
- Led a sub-project training management within a SOX Remediation Project (pharmaceutical sector)
- Organized and executed public seminars in BCM and crisis management
- Performed ISO 14971 compliant risk analyses and FMEA on ChemOps production processes (diagnostics sector)
- Supported a client in executing a method validation project (diagnostics sector)
- Conducted a CSV Project in Research (pharmaceutical sector)
- Published various articles on crisis management and co-authored a book on risk management
- Owner of GRC related HHF translation agency ([www.hhf-translations.com](http://www.hhf-translations.com))

### **Senior Manager, IBCOL Technologies & Consulting AG Küsnacht/ZH, Switzerland Aug. 2009 – Feb. 2011**

- Organized and conducted seminars and training events on IT Risk Management, Information Security and BCM
- Managed and executed BCM mandates, incl. business impact analyses, risk analyses, strategy development, disaster recovery planning, reviews and tests (various sectors)
- Enhanced IBCOL's Information Security, Risk Management and BCM consulting portfolio
- Organized and executed a seminar on IT Risk Management and BCM
- Co-organized and -executed an ISMS and BCM seminar for Swiss Telecommunications providers
- Co-organized and -executed a 3-day BCM training course together with the Swissi (Swiss Security Institute)
- Held presentations at public events, e.g. BCM Tests and Exercises at a BCM congress for Swiss banks, SIEM at an IT Security event
- Published articles on ISMS, BCM, IT Risk Management, Crisis Management and Know How protection
- Managed the ISMS and BCM team

**Principal Partner, Confidentas GmbH  
Basel, Switzerland  
Jul. 2005 – Mar. 2009**

- Advised businesses and IT organizations in identifying and managing information risks, and complying with legal, regulatory and business internal obligations
  - Information Security inventories and classifications
  - Risk assessments for applications and systems
  - Business continuity plans, disaster recovery plans
  - Records inventories and life cycle management
- Developed awareness material and performed training activities for various audiences
- Developed, reviewed and enhanced Information Security regulations and frameworks
- Provided advice and guidance in strategic questions, e.g. positioning of a global Information Security organization
- Participated in IT Security projects, e.g. evaluation project for a corporate e-mail encryption solution
- Developed, organized and conducted a public seminar on the topic ISMS/ISO2700x and legal issues

**Group Information Security Officer, Novartis International AG**

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## **Basel, Switzerland**

**Jul. 1997 – May 2005**

- Helped Novartis Group companies achieve Information Security compliance with working visits, risk reviews, and management advisories, mostly including presentations for audiences at executive level
- Created and maintained Information Security regulations and Information Risk Management framework, binding for the entire Novartis Group
- Advised Group companies and IT organizations on practical and cost-justified implementation of ISEC regulations
- Conducted, organized and contributed to trainings for Information Security Offices in Europe, Asia and Americas
- Led the “Top Level Risk Assessment Project” that brought Novartis' major information risks to the attention of Novartis Executive Management
- Performed vendor audits
- Initiated, drafted and obtained Executive management buy-in for a corporate PKI project, and contributed to its implementation
- Represented Novartis in the I-4 (International Information Integrity Institute) and ISF (Information Security Forum) and actively contributed to forums and work streams, e.g. e-Business Security

## **Group IT Coordinator, Sandoz Technologie AG / Novartis International AG**

**Basel, Switzerland**

**Feb. 1996 – Jun. 1997**

Assumed corporate IT positions with increased responsibilities and scope during the Ciba-Sandoz merger:

- Consolidated several e-Mail systems into one backbone (Lotus Messaging Switch – LMS)
- Led Sandoz' messaging backbone integration activities during the Ciba-Sandoz merger

## **International IT Coordinator, Sandoz Yakuhin K.K.**

**Tokyo, Japan**

**Sep. 1993 – Jan. 1996**

- Evangelized, drove and supported the implementation of corporate IT standards and applications in Japanese affiliates
- Actively contributed to global infrastructure consolidation projects, e.g. WAN and e-Mail

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**System Manager Research IT, Sandoz Pharma AG  
Basel, Switzerland**

**Apr. 1991 – Sep. 1993**

- Build up and maintained a departmental VAX/VMS and Unix (HP/Sun) infrastructure
- Rolled out LAN in Basel based research departments

**Consultant and System Developer, URW GmbH  
Hamburg, Germany**

**Feb. 1989 – Mar. 1991**

- Built up and streamlined portfolio of software products for CNC machines, developed and maintained programs
- Provided second and third level support for clients in DE, NL, CH, UK, DK, BE, FR, US

*Education History*

**University of Hamburg, Germany**

**Oct. 1980 – Dec. 1988**

**Hahn-Meitner-Institut, Berlin, Germany**

**Oct. 1986 – Nov. 1987**

Diploma in Physics, Degree: “2” (“good”)

*Publications*

Over the last couple of years, Harmen has published various articles on Information Security, Business Continuity, Risk and Crisis Management in professional journals, and contributed to book projects as follows (in German)

- Chapter „Informationssicherheit“ in „Erfolgreiche Haftungsminimierung für technische Führungskräfte“, Forum Verlag, ISBN 978-3-86586-112-2, June 2007
- „Informationssicherheit systematisch im Griff“, Klinik und Heim, 6/2009
- „Datenklauern keine Chance“, Computerworld, 3/2010
- „Business Continuity“, IT Security, 2/2010
- „IT-Risiken fest im Griff“, Computerworld, 13/2010
- „Üben für den Notfall“, Computerworld, 18/2010
- Chapter „BCM – Business Continuity Management für das Krankenhaus: Aufgaben, Ziele und Vorgehensweisen in Einzelschritten“ in „Umfassendes Risikomanagement im Krankenhaus“, MW Verlag, ISBN 978-3-941468-44-3, May 2011
- „Krisenmanagement für IT-Entscheider“, Computerworld 17/2011
- „Informationssicherheit ist ein Teamsport“, Tagesanzeiger, July 2019