

# Sebastian Schaper

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## Resume

### Career Objectives

As a seasoned technology executive with extensive international experience, I am eager to bring my expertise in leading and scaling IT operations to a challenging IT Management role. My career is marked by a proven track record in spearheading large-scale IT projects, managing diverse and dynamic teams, and implementing cutting-edge technological solutions. I am adept at strategic planning, organizational leadership, and fostering a culture of innovation and continuous improvement. My goal is to leverage my skills in these areas to drive technological transformation, align IT strategies with business objectives, and contribute to the overall success and growth of the company.

### Personal Profile



- Strategic Business Leader:** Over 23 years of international experience in IT and management across Europe, USA, and India. Excelled in creating and implementing strategic business plans, leading to measurable growth and success.
- Project Management Expertise:** Successfully managed multiple IT projects, handling budgets of up to EUR 6 million, delivering projects on time and within budget.
- Entrepreneurial Achievement:** Founded and grew a software development company in Hyderabad, India, as a subsidiary of Deutsche Telekom AG, demonstrating strong entrepreneurial acumen and strategic planning.
- Diverse Leadership Roles:** Proven leadership in various roles including Software Development, IT Service, and Pre-/Post Sales. Managed teams of over 65 people, fostering a culture of innovation and efficiency.
- Remote Team Management:** Skilled in managing remote teams across India, USA, Germany, and Bulgaria, achieving seamless collaboration and communication despite geographical distances.
- Team Development and Motivation:** Expert in motivating and developing teams, optimizing processes, and driving multiple projects to fruition. Employ innovative leadership techniques to inspire peak performance.
- Strategic and Pragmatic Solutions:** Adept at combining strategic thinking with pragmatic solutions, aligning with company goals and ensuring sustainable growth.
- Results-Oriented Approach:** Consistently focused on achieving tangible results, with a keen eye on enhancing corporate profitability and efficiency.

### Career Summary

Current	<b>Schaper Consulting</b> IT MANAGER, IT PROJECT MANAGER, FREELANCE CONSULTANT l'Alfàs del Pi, Spain	01/2024 – current
	<b>music support group GmbH</b> CTO Berlin, Germany	12/2022 – 12/2023
	<b>arvato Financial Solutions (Bertelsmann)</b> SENIOR IT PROJECT MANAGER Berlin, Germany	06/2021 – 11/2022
	<b>SuSe IMPEX UG</b> CEO / CO-FOUNDER Berlin, Germany	10/2018 – 05/2021
	<b>ASAB IMPEX LLP</b> CTO / CO-FOUNDER Hyderabad, India	01/2018 – 05/2021
	<b>Axel Springer SE</b> SENIOR IT PROJECT MANAGER Berlin, Germany	08/2013 – 06/2019
	<b>Deutsche Telekom AG (CBS GmbH)</b> DIRECTOR SUPPORT AND INTEGRATION CBS GmbH   Cologne, Germany	02/2016 – 03/2013 11/2010 - 03/2013
	<b>CEO</b> CBS India Pvt. Ltd.   Hyderabad, India	11/2008 – 10/2010
	<b>MANAGER SOFTWARE DEVELOPMENT</b>	10/2007 – 10/2008

CBS GmbH | Cologne, Germany

**DIRECTOR SOFTWARE DESIGN**

01/2007 – 09/2007

CBS GmbH | Cologne, Germany

**SOFTWARE DESIGNER**

02/2006 – 12/2006

CBS GmbH | Cologne, Germany

**Reflection Development**

10/2004 – 05/2007

**CEO / FOUNDER**

Cologne, Germany

**Host Europe GmbH**

11/2001 – 12/2002

**LEAD SOFTWARE DEVELOPER**

Cologne, Germany

**Westdeutscher Rundfunk (WDR)**

12/2004 – 02/2005

**SOFTWARE DEVELOPER**

Cologne, Germany

**Fraunhofer Gesellschaft**

06/2003 – 02/2005

**SOFTWARE DEVELOPER**

Sankt-Augustin, Germany

**BBDO Group (voss-interactive media productions)**

04/2001 – 09/2001

**LEAD SOFTWARE DEVELOPER**

Dusseldorf, Germany

**sixxpac communication GmbH**

01/2001 – 03/2001

**LEAD SOFTWARE DEVELOPER**

Cologne, Germany

**Oberberg Online Informationssysteme GmbH**

01/1999 – 09/2000

**SOFTWARE DEVELOPER**

Gummersbach, Germany

## Professional Experience

Current Position

**Schaper Consulting | L'Alfás del Pi, Spain**

01/2024 – current

Schaper Consulting specializes in providing customized IT and management consultancy services. They focus on business process optimization, software development consulting, interim CTO services, IT consulting, project and program management services, and coaching and mentoring.

01/2024 – current

**IT MANAGER, IT PROJECT MANAGER, FREELANCE CONSULTANT**

In my role as IT manager, IT project manager and freelance consultant at Schaper Consulting, I focus on IT and project management by leading large IT projects and teams, with a strong background in strategic business planning, software development and driving technology transformations to align with business objectives.

**music support group GmbH | Munic, Germany**

12/2022 – 12/2023

The music support group is an internationally established group of companies with the training, media and production services branches. Strong, international partnerships in the creative market and constant modernization make the music support group a market leader in the creative training sector. It employs more than 600 people at 20 locations worldwide.

12/2022 – 12/2023

**CTO**

In my role as Chief Technology Officer (CTO) at the music support group, I am responsible for the operation and provision of the international IT system landscape, the management of agile software development as well as the management and implementation of the associated IT projects. I made a significant contribution to the transformation and modernization of our IT infrastructure. A key success was the adoption of DevOps practices, relying on Amazon Web Services (AWS) as our main cloud platform. This transition allowed us to respond to market needs more quickly and efficiently by seamlessly integrating the development and operation of our applications.

Another milestone was the implementation of Jira and Confluence. These tools significantly improved our project management and collaboration processes by promoting transparent and efficient communication both within the IT department and across the company.

The introduction of Microsoft 365 and Teams marked another important step in our digital transformation. These platforms significantly improved internal communication and collaboration, allowing us to work effectively in an increasingly distributed work environment.

Finally, migrating various systems such as Exchange and Active Directory to the cloud was a complex but worthwhile undertaking. This migration streamlined our IT infrastructure, improved data security and increased the flexibility of our IT resources. Overall, these projects have not only increased the efficiency and effectiveness of our IT operations, but also made a significant contribution to the music support group's overall business strategy.

I lead a national team of 10 employees (remotely). I report to the CEO and the Directors Board of the music support group.

**arvato Financial Solutions GmbH | Berlin, Germany**

06/2021 – 11/2022

Arvato Financial Solutions is a financial service provider in the area of credit management in the e-commerce, mobility, telecommunications and banking sectors. It employs more than 7,000 people in 15 countries with a focus on Europe.

06/2021 – 11/2022

**SENIOR IT PROJECT MANAGER**

As Senior IT Project Manager in the BNPL division, I was responsible for the technical integration of major customers into AfterPay's payment systems. My other tasks include the definition, introduction and optimization of relevant interfaces between the required departments as well as the implementation of the associated process flows. The support of the agile software development teams in the further development of the product portfolio was also part of my responsibility. I reported to the Head of Implementation Management at arvato Financial Solutions.

**SuSe IMPEX UG | Berlin, Germany**

10/2018 – 05/2021

SuSe IMPEX UG is a company engaged in the import, export and trade of food and consumer goods. Among Europe registered trademarks Nature Spices and LA AURA it sells the spice and fashion business.

10/2018 – 05/2021

**CEO / CO-FOUNDER**

As CEO and co-founder of SuSe IMPEX UG, I was responsible for the departments IT, sales, marketing and finance. The provision and configuration of the IT system landscape, the cost calculations, planning and management of the projects to be carried out are just as much part of my tasks as the product development and the identification and creation of the necessary marketing campaigns in the relevant sales channels.

**ASAB IMPEX LLP | Hyderabad, India**

01/2018 – 05/2021

ASAB IMPEX LLP is a company specialized in the import and export of food and consumer goods as well as its own production of high-quality spices from India. ASAB IMPEX LLP is a group company of SuSe IMPEX UG.

01/2018 – 05/2021

**CTO / CO-FOUNDER**

As CTO and co-founder of ASAB IMPEX LLP, I was responsible for the provision and configuration of the IT system landscape and the planning and management of the associated IT projects.

**Axel Springer SE | Berlin, Germany**

08/2013 – 06/2019

Axel Springer SE is one of Europe's largest media companies, market leader in German print business and active in more than 40 countries through subsidiaries, joint ventures and licenses. It has more than 15.000 employees and a yearly revenue of around EUR 3 billion.

08/2013 – 06/2019

**SENIOR IT PROJECT MANAGER**

As Senior IT Project Manager in the Strategic IT Projects department, I was responsible for IT-related strategic projects and programs of Axel Springer SE and its investments. I have successfully mastered multi-project and program management by implementing projects such as the introduction of an Identity & Access Management System (IAM) and a Business Intelligence Solution (BI) at Axel Springer SE. Other projects under my leadership in the areas of carve-out and IT security with a budget of up to EUR 6 million were also successfully completed. I report to the CIO of Axel Springer SE.

**Deutsche Telekom AG | Cologne, Germany (CBS GmbH) and Hyderabad, India (CBS India Pvt. Ltd.)**

02/2006 - 03/2013

CBS GmbH is a 100% subsidiary of Deutsche Telekom AG and one of the leading payment systems on the internet. More than 14 million customers and 16,000 merchants benefit from this complete service in 26 countries, which includes 21 different currencies and 43 different payment methods.

11/2010 - 03/2013

**DIRECTOR SUPPORT AND INTEGRATION**

As the Director of Support and Integration I lead a team of 12 professionals in the merchant support area, 3 direct reports in USA and 9 in Germany, in order to achieve revenue and profitability targets.

I was responsible for the support and integration of the CBS products at the client side as well as the support of the Sales, Product Management, Finance and Marketing department. I have supported business strategies and objectives by developing a performance-measurement system that substantially improved the quality of integration, operational and financial information. I have developed and implemented new products, tools, sales and marketing strategies to significantly increase the outcome and the client satisfaction level and to keep the products in line with the market requirements.

I have directed quality improvement plans in the support department to increase the efficiency. I was part of the steering committee to plan and define the company's focus and marketing strategies. I have set up and implemented new service workflows, processes and structures across various departments and coordinated an outsourcing project for the 1st level support with our outsourcing partner in Bulgaria (Sofia) for cost reduction, efficiency and quality improvements.

I reported to the CEO of CBS GmbH.

11/2008 – 10/2010

**CEO**

As the CEO of CBS India Pvt. Ltd. I lead a diverse team of professionals across all functional areas of the organization in order to achieve revenue and profitability targets. I managed 5 direct reports, over 60 indirect reports and an annual budget of more than EUR 1 million. I was responsible for restructuring and building up the software development center in Hyderabad, India and to recruit and manage staff across key functions such as development, testing, project management, operations and HR. I have developed and delivered needs-assessment and development trainings for software development teams, testing teams, project management and operations management.

I have planned and carried out a premises move within Hyderabad and optimized the hardware and software environment at the development center. I was responsible for the P&L analysis and the budget planning. I have carried out software development projects in conjunction with other CBS development centers and ensured the development and testing of backend, middleware and frontend related parts of the CBS products.

I have directed the development and implementation of improvements for the software development and testing departments by implementing new service workflows, development strategies and programming methodology like scrum that lead to a significantly increase in the output quality and effectiveness and reduced the employee fluctuation.

I reported to the CTO of CBS GmbH.

10/2007 – 10/2008

#### **MANAGER SOFTWARE DEVELOPMENT**

As the Manager of Software Development I managed a team of 12 direct reports and 42 indirect reports in Germany, India and the USA.

I was responsible for the software development and testing teams and all in-house software projects as well as all reports needed by the board. I have been a part of all project kickoff and change management meetings relating to software development in the company.

I have set up all needed project plans and it was my responsibility to ensure compliance with deadlines and the quality of project management.

I frequently traveled to our software development center in Hyderabad (India) to discuss and plan current and future steps of ongoing projects. I have implemented new software processes and organizational structures to increase efficiency and effectiveness.

I reported to the CTO of CBS GmbH.

01/2007 – 09/2007

#### **DIRECTOR SOFTWARE DESIGN**

As the Director of Software Design I managed 5 direct reports with the responsibility of designing and developing software components for the CBS products. I was responsible for the resource allocation and the coordination of the in-house software development activities with other development teams. I reported to the Manager Software Development of CBS GmbH.

02/2006 – 12/2006

#### **SOFTWARE DESIGNER**

As a Software Designer I was responsible for the development of middleware and backend related projects of the CBS products. I developed an E-money project to handle an online E-wallet (E-money license) regulated by the Financial Services Authority (FSA) in the United Kingdom and I was part of a team who was responsible for migrating more than 200,000 lines of C++ backend code to Java. I reported to the Manager Software Development of CBS GmbH.

### **Reflection Development | Cologne, Germany**

10/2004 – 05/2007

Reflection Development provides software component development, individual website designing and creation of 3D animations for all industrial applications.

10/2004 – 05/2007

#### **CEO / FOUNDER**

As the founder and CEO I was responsible to identify market opportunities, handle customer acquisition, contract negotiation, project planning and the development of all software projects. I developed internet pages by writing the frontend, middleware and backend code. I have designed and developed a portal page including search engine and CMS (Tridion R5) connection for the eLearning area of the Fraunhofer-Gesellschaft.

### **Host Europe GmbH | Cologne, Germany**

11/2001 – 12/2002

Host Europe GmbH is one of Europe's largest internet hosting provider specialized in solutions for private and business with more than 200,000 customers.

11/2001 – 12/2002

#### **LEAD SOFTWARE DEVELOPER**

As a Lead Software Developer I was responsible for all in-house software projects. I have designed and developed internal and external tools such as analytical tools to enabling follow up on all customer related interactions, web email clients and components for web kits. I reported to the Manager Software Development.

### **Previous Experience**

01/1999 – 02/2005

12/2004 – 02/2005  
**SOFTWARE DEVELOPER** | Westdeutscher Rundfunk (WDR) | Cologne, Germany  
 06/2003 – 02/2005  
**SOFTWARE DEVELOPER** | Fraunhofer Gesellschaft | Sankt-Augustin, Germany  
 04/2001 – 09/2001  
**LEAD SOFTWARE DEVELOPER** | BBDO Group (voss-interactive media productions) | Dusseldorf, Germany  
 01/2001 – 03/2001  
**LEAD SOFTWARE DEVELOPER** | sixxpac communication GmbH | Cologne, Germany  
 01/1999 – 09/2000  
**SOFTWARE DEVELOPER** | Oberberg-Online Informationssysteme GmbH | Gummersbach, Germany

## Education and Training

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10/1996 – 10/2005  
**Master of Computer Sciences (German Diploma)**  
 Cologne University of Applied Sciences | Gummersbach, Germany

06/1992 – 06/1995  
**Information-Technical-Assistant (ITA)**  
 Freiherr-vom-Stein Berufskolleg | Werne, Germany (1992 - 1995)

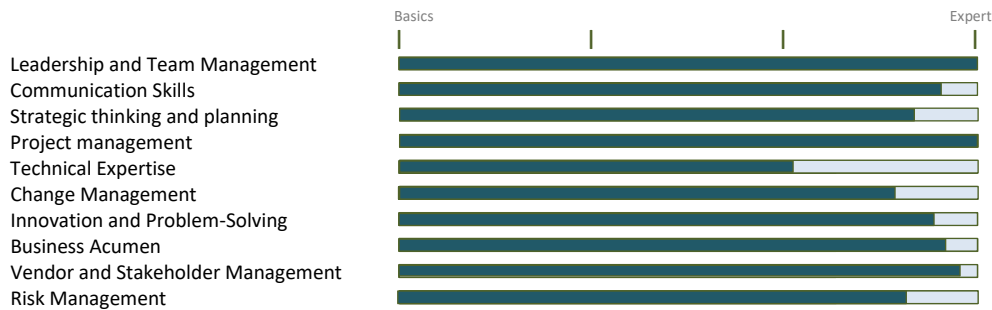
### Further Courses

Business Administration / Axel Springer (2015)  
 Cambridge Business English / Cambridge Language Assessment (2014)  
 ITIL V3 Foundation / APMG (2012)  
 Prince2 Practitioner / APMG (2012)  
 Management Training / Gustav Kaeser Training International (2011)  
 Microsoft Project Seminar / Unilog Integrata Training AG (2008)  
 Staff Appraisal Seminar / Unilog Integrata Training AG (2008)  
 MySQL Intensive Course / MySQL GmbH (2002)

## Skills, Competences and Languages

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### Skills



### IT Literacy

Specific Software:



### Languages

English (fluent) | German (native)

## Activities and Interests

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Diving | Free climbing

## References

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References are available upon request.