

## Contact

+299 551 551 (Mobile)  
tommy@ege-kristensen.dk

www.linkedin.com/in/  
tommyegekristensen (LinkedIn)

## Top Skills

Corporate Compliance  
Human Resources  
Strategy

## Languages

Danish (Native or Bilingual)  
English (Full Professional)  
Nordic (Limited Working)  
German (Limited Working)  
Greenlandic (Elementary)

## Certifications

Certified Information Privacy  
Professional/Europe (CIPP/E)  
Board Certificate  
CCEP-I

## Honors-Awards

Corporate Management Experience

# Tommy Ege Kristensen LL.M.

Legal | HR | Governance | Board Work | Compliance | Ethics |  
Nuuk, Greenland

## Summary

Compliance & Ethics | Corporate Governance & Affairs | People  
Performance & Development | Negotiations & Contracts | Strategy  
& Leadership

An accomplished and result driven professional with more than  
18 years of comprehensive experience in legal and corporate  
management setting within highly competitive markets.

Proven record of accomplishment in various fields such as Law,  
Compliance, HR, Finance, IT, Project Management, Administration  
and Shipping. International Compliance & Ethics, HR Strategy and  
Operations leader in union and non-union environments. Committed  
to increasing revenue, maximizing performance, ensure compliance  
and providing the highest levels of service.

A highly analytical and dedicated relationship builder who values  
integrity and uses exceptional leadership abilities to build and  
manage effective, high-performing teams. Excellent communicator  
across all levels of management, proven ability to communicate with  
clients, vendors and other stakeholders.

## Contact information

W: tommy@cadvi.gl

P: tommy@ege-kristensen.dk

T: (+299) 551 551

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## Experience

Cadvi

Senior Legal Manager

December 2020 - Present (2 years 4 months)

Corporate Advisory.

Service provider within legal, HR, Board work etc.

Virksomhedsrådgivning inden for jura, HR og bestyrelsesarbejde mv.

### Kalaallit Airports Group

HR Counsel

April 2021 - Present (2 years)

Greenland

### Betoncentralen ApS

Chairman of the Board

February 2021 - Present (2 years 2 months)

### Humanostics

Associate Partner

September 2021 - Present (1 year 7 months)

Greenland

Humanostics is an international management consultancy company that improves organizations through talent science. At Humanostics, we are all about identifying talent and engaging the workforce.

Humanostics help organizations successfully align their business strategy with their people strategy by providing end-to-end solutions, tools and guidance around accurately measuring your human capital and ensuring that you have the right people in the right positions.

As a Predictive Index Certified Partner, Humanostics has active markets in Denmark, Norway, Poland, The Netherlands, Germany, Belgium, United Kingdom, Ireland, Luxembourg, Iceland, Australia, Hong Kong, South East Asia and - of course - Greenland.

Read more on [www.predictiveindex.com](http://www.predictiveindex.com) and [www.humanostics.com](http://www.humanostics.com) – you are welcome to contact me for further information.

### Niuernermik Ilinniarfik

Teacher - Business Law / Finance Law (external)

September 2022 - Present (7 months)

Nuuk, Greenland

### Royal Arctic Line A/S

7 years

Chief Compliance Officer

October 2019 - December 2020 (1 year 3 months)

Legal and Compliance Professional within Corporate Governance, Privacy and Regulatory Compliance.

Managing the company insurance portfolio (risk design) with reporting line directly to the Board of Directors.

Certified compliance and ethics professional from the Society of Corporate Compliance and Ethics, SCCE (US).

#### Chief Human Resources Officer

March 2016 - December 2020 (4 years 10 months)

Greenland (Realm of Denmark)

Performing as CHRO and part of the company's executive management team. Managing all the company's HR related business functions (Human Capital, Compensation & Benefits, Performance Management, Recruiting, Retention, Employer Branding, Payroll, People Development, HRIS etc.), and ensure they are performing at optimal level and directly support the overall mission and success of the company.

Develop and execute new talent program aligned with the company's growth ambitions and new international presence.

Implementing new people management systems, including performance management processes, new bonus program & employee profiling (Predictive Index) in entire organization, Including performance rating, job classification (Mercer) & implementation of WILO.

Ensure company compliance with all legislation and guidelines relating to HR and data privacy (GDPR - General Data Protection Regulation) etc. Managing regulations in union and non-union environments.

Running multiple HR and Business projects simultaneously. Completing tenders to find new pension providers and subsequently implemented new pension plans and health insurances in the organization.

#### Director, Executive Office, LL.M.

January 2014 - September 2016 (2 years 9 months)

Greenland (Realm of Denmark)

Legal counsel and advisor. Streamline the legal structure of the Royal Arctic Group by merging, selling and liquidating companies and thereby cutting both cost and internal administration considerable by moving to a Cost+ legal and tax structure.

Contract/Vendor Management with negotiation of IT contracts (purchase & service agreements). E.g. new Terminal Operating System and new Liner Management System (Navis and Softship).

Execute overall corporate administration of the company and subsidiary companies. Performed corporate management and ensuring compliance for several companies and board of directors.

Part of the company's executive management team and entrusted with performing as board member, chairman and CEO in subsidiary and associated companies whenever necessary.

Since end of February 2016 took on the roll as Senior Director of the company's department of Human Resources along with existing corporate functions.

Great Greenland A/S  
Vice Chairman Of The Board  
2016 - 2020 (4 years)

Naalakkersuisut - Grønlands Selvstyre  
3 years 1 month

Head of Division, Services  
January 2012 - December 2013 (2 years)  
Greenland

Economy & Personnel Agency | Department of Services

Spearheaded the success of a large-scale moving project (Program/Project Manager) for the central administration of the government, together with the preparation of the building, taking the new domicile in use and terminate external leases.

Delivered advice to the government top management in general matters and in regards to official construction projects.

Restructured a dissolving Facility Services Department into a well-functioning, high performance team through personal leadership. Handled procurement processes for Facility Management Services.

Negotiating framework and the launching of the creation of a joint public translator / terminology system for the entire Greenland public administration (multi-year Project).

The Department employs approximately 30-35 people, including 2 middle managers (Head of Office / General Manager).

Special Legal Advisor & Negotiator, LL.M.

December 2010 - January 2012 (1 year 2 months)

Greenland

Economy & Personnel Agency | Office of Collective Agreements and Negotiations

Successfully formulated, negotiated and implemented several collective labour agreements.

Communicated, negotiated and collaborated with union representatives and union parties, including mediation meetings.

Supervised a wide variety of legal tasks; negotiating and managing collective labour agreements, general legal counsel for all governmental managers and executive leaders in all aspects of employment law.

Planned and enhanced access to employment law materials and agreements through internal web application, which greatly improved local managers knowledge and use of employment rules and guidelines.

Euronext Securities

3 years 4 months

Head of CSD Services

August 2008 - December 2010 (2 years 5 months)

Copenhagen, Denmark

Part of the company's executive group and secured the successful implementation of new organizational structures. Delivered leadership and management of personnel, business development in both local and international financial markets and ensuring full compliance with statutory requirements in the daily operation. Expertly introduced the company culture to a more performance-oriented culture. Team provided customer service and B2B service & advisory in the financial industry (banks and other financial parties).

- Responsible for supervising the daily production, securities settlement and liquidity requirements, handling customer contracts, Corporate Actions and the issuance of securities.

- Preparation of product pricing models and Product Development with responsibility for the business side of projects.

- Organization and implementation of new products and processes (Projects & Implementation).
- Preparation, organizing and improvement of business processes and descriptions hereof.
- Negotiation meetings with union representatives and union parties.
- Ongoing implementation and improvement of new products and services.
- Responsible for operational customer communications.

Client Manager, Contract Management, LL.M.  
 September 2007 - August 2008 (1 year)  
 Copenhagen, Denmark

VP SECURITIES is the national Central Securities Depository of Denmark.

Headed the contracts; covering all legal contracts and participation agreements in connection to customers use and membership of the central financial system. Actively engaged and communicated with customer banks and financial traders on a daily basis. Accomplished business development of systems and process improvement to ensure a continuous compliance with new regulations on the financial market and support of customer needs. Diligently succeeded and completed projects on smaller product development within a given deadline and selected member of company Task Force Team (containment of system failure).

Wallin & Co / Gjesdahl (Lawfirm)  
 Assistant Attorney / Paralegal  
 2006 - 2007 (1 year)  
 Copenhagen, Denmark

Appearances in court to negotiate settlements and courtroom litigation / trial proceedings.  
 Performed general legal work and counselling of clients and colleagues.  
 Investigated and prepared notes on various legal complex areas and contract negotiations.  
 Built own client portfolio and bringing new business/clients for the betterment of the firm and successfully achieved and exceeded company performance goals.

Ret&Råd  
 Legal Assistant  
 November 2003 - June 2006 (2 years 8 months)  
 Copenhagen Area, Denmark

Led the debt recovery cases in enforcement court and negotiated out for court settlements.

Delivered advise and support to clients on various types of legal matters  
Effectively handled own case portfolio and conduct legal research on all aspects of business.

INI A/S

Legal Advisor (interim)

August 2005 - September 2005 (2 months)

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## Education

Københavns Universitet - University of Copenhagen

Master of Laws (LLM), Jura / Law · (2000 - 2006)

London Business School

Human Resource Strategy & Transformation · (2018 - 2018)

DTU - Technical University of Denmark

Diploma, Diploma in Leadership · (2010 - 2014)

ICA - International Compliance Association

Diploma, International Governance, Risk and Compliance -  
GRC · (2019 - 2020)

Copenhagen Business School

Strategic Performance Management · (2018 - 2018)