

Jaap de Heer



Career

- Since 2008 Professor Strategy and Change at VU University Amsterdam
- 2000 - 2003 Associate Professor Strategic Management Eindhoven University
- Since 1995 Consultant and Partner at Twynstra Gudde consultants and managers
- 1993 – 1995 Senior consultant infrastructure sector at PRC management consultants
- 1986 – 1993 Assistant and Associate Professor Public Administration at Leiden University
- 1980 – 1986 Advisor at Ministry of Transport, Public Works and Water Management

Relevant Experience

- Over 25 years experience in strategy and organization, mainly in water governance, infrastructure and transport sector
- Strong focus on design, performance and change of public organizations
- Design of new visions, policies and strategies as well as road maps for change
- Specialized in organizational development in difficult situations and multi cultural collaboration

Skills and certifications

- Higher Technical College, civil engineering (Ing.), Dordrecht (1979)
- Erasmus University, Organizational Sociology/Business Management (MSc.), Rotterdam (1985)
- Phd at Leiden University, Faculty of Social Sciences, Department of Public Administration (1991)
- Appointed as Partner of Twynstra Gudde Managers and Consultants, Amersfoort (2000)
- Appointed as Chairholder Change and Strategy of VU University, Amsterdam (2008)
- Various training programmes on organization diagnosis and advice, change, project management, negotiating and decision making
- Languages: Dutch (native), English (excellent)

- 25 years consulting and academic experience
- Professor Strategy and Organization
- Strategy and change in organizations under pressure
- Broad experience with governance in Traffic, Transportation and Infrastructure including Railway sector