

## Rupert Dollinger retires, Markus Posch new head of Human Resources at Erste Group

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**19.03.2010**

Rupert Dollinger will retire at the end of June 2010. He has played a key role in shaping the development of the company during his 18 years as head of Human Resources at Erste Bank der oesterreichischen Sparkassen AG and, since 2007, at Erste Group Bank AG. During his era as head of HR, the bank developed into a major player in Central and Eastern Europe. Dollinger contributed enormously to the creation of a professional training and further education programme within the Group as well as making Erste Group one of the most attractive employers of the CEE region. In Austria, he was also proactive in changing the remuneration scheme from a rather rigid system to one which was flexible and enhanced employee's performance.

"Rupert Dollinger's personnel management has played a key role for the success of our Group. He implemented a modern system of cooperation in Austria that is based on mutual trust and worked to harmonize the systems in Austria and Central Europe. He always endeavoured to find a balance between employees' interests and those of the management, and was an avid hunter in searching for the most talented people to recruit for Erste Group," explained CEO Andreas Treichl. "The interests of the company to him always meant the interests of the employees. This attitude, which has been highly beneficial in the last few months, has helped to establish a loyalty among the staff to the envy of many. He is not only an exceptional personnel manager, but also a brilliant personality and a person of values and principles -- something that is becoming rare nowadays," said Treichl.

Markus Posch (50) will succeed Rupert Dollinger in the function of head of human resources of Erste Group. Previously, he was responsible at Philips Amsterdam for Global Executive HR Talent Management & HR Excellence and worked at Philips Austria as a managing director for innovation. He also worked as head of personnel at Philips Video Recording from 1991 to 1993 in Hungary. Therefore, Posch has great experience in Central and Eastern Europe. Mr. Posch was born in Innsbruck and is married with two daughters.



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