



Jeroen Tubée

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SUMMARY

IT Director currently leading a team of 15 FTE across Europe (primarily the Netherlands and Czech Republic), covering IT and Process Management. Responsible for steering strategic initiatives, optimizing internal systems, and aligning technology with business objectives. The Process Department which is rooted in an MBA-level understanding of core business functions—supports organization-wide insight into finance, sales, purchasing, and operations. Serve as a key strategic partner to the CEO, independently leading large-scale, cross-functional projects that drive innovation and business transformation.

EXPERIENCE

CEO / Owner

JT IT Management B.V.

January 2023 - Present, Herten, Netherlands

- Currently contributing across multiple entities within Europe, including **Showdown Displays Europe B.V. (Netherlands)**, **Showdown Displays Europe S.R.O. (Czech Republic)**, **Showdown Displays Europe S.L.U. (Spain)**, and **CortoClinics B.V. (Netherlands)**. In these roles, I provide strategic IT and process leadership, supporting each organization with tailored solutions that align with their local operations while maintaining a unified, data-driven approach across the group.

Vice President of IT & Process

Showdown Displays, Promotional Products

December 2019 - December 2023, Nederweert

- Spearheaded the **European IT strategy** following the merger of Jansen Displays and Promic Displays, aligning systems, teams, and processes across multiple countries.
- Lead and manage the **IT teams in the Netherlands and Czech Republic** (13 FTE total), as well as **external development resources** (2 FTE), ensuring consistent performance, collaboration, and delivery across locations.
- Serve as a **core member of the European Management Team**, contributing to strategic decision-making across IT, operations, and organizational development.
- Acted as **MT lead** for the **closure of the Nederweert office** and the **renovation and construction of the new Weert/Nederweert headquarters**, overseeing IT infrastructure and business continuity.
- Led the **ERP replacement and consolidation project**, migrating from Microsoft Dynamics NAV 2016 to **Microsoft Dynamics 365 Business Central** across European entities (Spain, Netherlands)
- Directed the **implementation of OneVision Printing software**, enabling automated processing of incoming artwork for production, significantly improving workflow efficiency.
- Served as **Project Lead** for the development and rollout of a **reseller platform (shop.showdowndisplays.eu)** integrated with multiple ERP systems to streamline partner operations.
- Led the **sales price control initiative**, including the implementation of mechanisms for automated pricing updates and strategic price increases across regions.
- Participated as a key member of the **COVID-19 Taskforce**, helping shape cross-functional response strategies and ensuring business continuity.
- Acted as an **advisory board member** for major digital transformation projects, including **Salesforce CRM implementation** and **packaging optimization software** for automated order processing.

Business Consultant

Ortessa. Waste Management & Recycling

January 2018 - December 2019, Eindhoven

- Responsible for **optimizing the ERP system** across six entities in the waste management sector, ensuring process standardization and data integrity.
- Oversaw the **design and structure of key-user roles**, improving system adoption, accountability, and internal support capabilities.
- Served as **Project Lead** for the successful **carve-out of paper-related activities** into a standalone business entity, managing system, process, and data separation.
- Led the **implementation of a new HRM self-service portal**, enhancing employee experience and streamlining HR operations.
- Supported initiatives to **enhance organizational security and GDPR compliance**, including data governance and access control improvements.
- Provided project support for the **implementation of on-board computer systems** in waste collection vehicles, contributing to improved route planning, tracking, and operational efficiency.

Project Leader

Koenen en Co, Accountancy

January 2016 – January 2019, Roermond, Maastricht and Venlo

- Led the implementation of a **modern communication system**, transitioning from Skype for Business to **Microsoft Teams** across all locations.
- Managed the rollout of **invoice recognition software (UBL)** to automate and streamline financial processing.
- Introduced **data analytics tooling** within the accounting department, enabling improved financial insights and reporting.
- Directed the implementation of a **Single Sign-On (SSO) portal**, enhancing security and user convenience across systems.
- Oversaw the **organization-wide replacement of laptops**, including both hardware and standardized software deployment.
- Led the implementation of **video conferencing systems** across all locations, improving remote collaboration capabilities.
- Successfully managed the **relocation of operations from Sittard to Roermond**, ensuring a smooth transition with minimal disruption to business activities.

Network Engineer

Becs IT Services

January 2021 – December 2016, Weert

- Acted as the **primary point of contact** for approximately **25 small businesses** (serving around 50 users), providing end-to-end IT support and strategic guidance.
- Ensured **optimal network performance** through continuous monitoring, analysis, and proactive troubleshooting.
- Assisted in the **evaluation, selection, and implementation of network hardware and software**, aligning solutions with business needs and budget.
- Served as **Project Lead for multiple server migrations**, managing the transition of all underlying software applications with minimal downtime and maximum reliability.

PROJECT

GLUU Displays

Webshop • gluudisplays.nl • April 2024 – Present

- Owner of a webshop specializing in the sale of digital products for the display and signage industry. Responsible for e-commerce management, digital marketing, and customer service. Built the platform from the ground up, focusing on automation and scalable digital delivery.

Tanning Studio

Sunny Dais (CEO) • sunnydais.nl • January 2018 – January 2020

- **Founded and operated a tanning salon** in the center of Nederweert, including full **renovation and setup** of the commercial location.
- **Developed the business plan and financial model**, securing funding and ensuring long-term viability.
- Implemented an **online reservation system** to streamline customer bookings and improve operational efficiency.
- Managed all aspects of **financial accounting**, including budgeting, reporting, and tax compliance.

EDUCATION

Business Informatics

Fontys High School • Eindhoven • 2011

CERTIFICATIONS

Personal Leadership

No Limits Academy • 2024

Personal Coaching

Mens en Organisatie • 2022

Prince2 Agile Foundation

MasterIT • 2021
