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He worked for Philips, Shell, KPN in HR, management and commercial jobs. Since 2001 he was Vice President HR Commercial and Global for KLM which merged mid 2004 with Air France. In 2016 he became the Director HRM for the University of Amsterdam, the largest University in the Netherlands listed in the top 200 Universities of the world.

Van Wees was co-author or editor for four books and published various (international) articles a.o. for Personnel Journal, the International Journal of Career Management and the Journal of Management Development.

His contribution to a European book, describing HR practices in 13 European countries, was published by Routledge, Taylor & Francis (ISBN 978-0-415-44761-4).

Amongst others, he was on the Board of the Dutch Association of Personnel Management (NVP) and Vice President of the Board of the European Association for People Management (EAPM). He was elected President of the EAPM in October 2017 in Paris and became Board member of the World Federation of People Management Associations (WFPMA). The EAPM is the 'umbrella' for 31 national HR associations representing 250000 HR professionals in Europe.