Rafal

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**EXPERIENCE**

***Nokia, Competence Development Manager, Sep 2016 – present***

* **responsible for Competence Development Management of ~700 employees (planning, budgeting and execution)**
* **leadership of Portfolio Management work stream (team of 10 experts)**
* responsible for Nokia strategy implementation within Business Line
* designed new Content Development process (Change Management methodology)
* advanced analysis of business line cloud competences, course content report analysis (quality check before migration)
* mentor in "Future Project Manager" program

***Nokia, Product Structure Manager, Oct 2014 - Jul 2016***

* responsible for **new vendor introduction to Nokia portfolio**: EMC, NEC, SIAE, Tarana
* significant data **quality improvement by advanced ERP reporting** (SAP, other systems)
* incorporation of business mindset in corporate environment

***3xE Energy, Chief Executive Officer (CEO), Oct 2008 – Sep 2014***

* **led start-up** **on new innovative market (automotive, green energy), demand creation**
* **business planning**, successful **negotiations** with suppliers and subcontractors, long term cooperation
* successful management of simultaneous projects and teams
* market research and introduction of new product lines (worldwide sales)
* marketing and public relations activities, worldwide brand recognition
* sales experience, customer contract negotiations (also government)
* participation in events organized by government, wide presence in media

***Rafin, Chief Marketing Officer (CMO), Chief Sales Officer (CSO), Jun 2008 - Sep 2008***

* **best sales figures compared to market competitors** in 2008 crisis environment
* **management of sales and marketing teams**
* planning and execution of new leading product introduction (marketing and public relations campaigns)
* successful negotiations with bank - established joint product containing financing
* implementation of advanced reporting system for sales team activities

***Siemens, Product Provisioning Specialist, Oct 2005 – May 2008***

* **market introduction** of products
* designed **new pricing concepts**
* rebuild work flows structure

**TECHNOLOGY AND LANGUAGE PROFICIENCIES**

* *Computers:* MS Office (Word, Excel, PowerPoint); SAP; ERP; advanced PC user; networking; mobility
* *Foreign Language:* fluent in English, German, Polish
* Technology: energy, automotive, telecommunication, IT, programming, electronic design, battery

**EDUCATION**

Wroclaw University of Technology, Wroclaw, Poland

Master, Faculty of Computer Science and Management

Wroclaw University of Economics, Wroclaw, Poland

Master, Master of Business Administration (MBA) - ongoing

**SUMMARY**

Flexible manager with strong communication and presentation skills. Experienced in business development, marketing, sales, negotiations, building relations, planning and execution, but also engineering. Worked already in small, medium and large companies. Cooperated with commercial and government units. Very well organized and creative problem solver.  
Dedicated to move to United Arab Emirates with family.