



EUGENE FEDYANIN | 45 | LATVIA

Experienced Business Executive | EMBA

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EN 5/5 RU 5/5 LV 5/5 ES 3/5 FR 2/5

BRIEF EMPLOYMENT HISTORY

2020 - 2023

TONUS ELAST | JSC OLAINFARM | MEDICAL DEVICES & TEXTILE

CEO | Chairman of the Executive Board

Driving from loss-maker to a record-high profits. Full responsibility for medical device (MD Class I) manufacturing company and all business operations. Change management, strategic brand and portfolio architecture design, corporate governance mechanisms and transparency, strategic investments
Managing 200+ People, 10 mEur revenue

2016 - 2019

ORKLA CONFECTIONERY & SNACK LATVIA

COMMERCIAL DIRECTOR | Member of the Executive Board

Managing domestic, export and retail sales operations, enhancing commercial acumen of the teams and bringing international business management practices and top industry standards on board, post M&A management
Managing 200+ People, 80 mEur revenue

2011 - 2016

MONSTER ENERGY EUROPE | ENERGY DRINKS

REGIONAL DIRECTOR SOUTH EUROPE

Started in Baltics with introducing energy drink innovation to market, relocated to Poland to put market back on track, after doubling sales volumes, appointed as regional director to Austria, Switzerland, Hungary and Adriatic markets.
Managing 10+ People, 16 mEur revenue

2000 - 2011

NESTLE BALTICS | FOOD, BEVERAGES & INFANT NUTRITION

COMMERCIAL DIRECTOR BALTIC STATES, Member of the Management Board

Started as Head of Representative Office in Latvia, with full commercial, marketing and administrative responsibilities. Having proven track record promoted to Commercial Director position for the region, with country heads reporting to me.
Managing 40+ People, 50 mEur revenue

1997 - 2000

PROCTER & GAMBLE | HOUSEHOLD & PERSONAL CARE

CUSTOMER SERVICE & LOGISTICS MANAGER

From the position of the customer service representative, quickly became valuable contributor to development of business processes, promoted to managerial position with responsibility for Baltics, Belarus & Kaliningrad region of Russia.
Managing 7+ People, 3 mUSD logistics budget under responsibility

CORE COMPETENCES & ROLE FIT

C-Suite Experience | Corporate Level Strategy | Change Management
Corporate Governance | Business Finance & Strategic Investments
Senior Commercial Executive | B2B | Retail Operations | Export
International Business Development | Multi-market management
Strategic Marketing | Portfolio Architecture | Brand Strategy
Commercial Finance | Investments | Start-Up & Ventures
Leadership | Digital Transformation | Innovation Design Thinking
Large Scale Project Management | Supply Chain Optimization

ESSENTIAL EDUCATION & NON-DEGREE PROGRAMS

- 2021 **Executive MBA**
Quantic School of Business and Technology
Washington, DC
- 2020 **Corporate Sustainability, Social Innovations and Business Ethics**
Non-degree program at Imperial College
London, UK
- 2019 **Product Innovation Design**
Non-degree program at Delft University of Technology
Delft, NL
- Six Sigma | Black Belt**
Non-degree program at International Six Sigma Institute. On-line, CH
- 2018 **Innovation Design Thinking**
Stanford d.School non-degree program
Bootcamp @StartUpLab, Oslo, NO
- Professional Board Member**
Non-degree program at
Baltic Institute of Corporate Governance, LT|LV|EE
- Innovation Design**
Non-degree program at StartUpLab jointly with
Stanford d.School, Oslo, NO
- 2017 **Strategic Leadership**
Non-degree program at IMD, jointly with Orkla
Lausanne, CH
- 2016 **Strategic Leadership**
Non-degree program at IMD, jointly with Orkla
Oslo, NO
- 2010 **Leadership Behavior**
Non-degree program at
London Business School, London, UK
- 2009 **Commercial Selling Trainer**
Non-degree program - Trainer Qualification
by NESTLE, Frankfurt, DE
- 2003 **MSc Degree in Business Management (MBA)**
Baltic International Academy
Riga, LV
- 1998 **BSc Bachelor Degree in Economics**
Riga Aviation University
Riga, LV

SKILLS & INTERESTS

Leadership Skills and Inspirational Role Model | Structured
Fast Learner with High Level of Curiosity | Engagement
Technology and Science Mindset | Advanced Analytical Skills
Cheerful & Friendly Personality | Open Minded
Willing to Share Experience and to Learn | Confident Speaker

Passionate Sailor (Coastal Skipper Licence) | Photography
Art | Self-Education | Digital Graphics | Design Innovations
Start-ups | Languages

WE RISE BY LIFTING OTHERS