

## Professional Summary

Experienced international business development and human resources executive with a strong background in strategic leadership, talent management, and organizational development. Proven track record in driving business growth and managing complex projects across various industries and regions.

## Education

- **Master's Program in Political Science** - University of Copenhagen, Denmark (1992-1993)
- **Comparative Linguistics / Finno-Ugric Languages** - University of Tartu, Estonia (1988-1992)
- **Leadership and Management Development Courses** - London Business School (2007-2008)

## Professional Experience

- **Director of International Business Development** - Tilde (May 2017 - Present)
- **Chairman of the Supervisory Board** – Latvian IT Cluster (April 2023 – Present)
- **Client Director** - Pedersen & Partners (Jan 2015 - Apr 2017)
- **Director of International Business Development** - Lattelecom (2013 - 2014)
- **Group HR Director** - SPI Group (Aug 2010 - May 2013)
- **HR Director for the Baltics** - Swedbank (2009 - 2010)
- **Talent Management and HR Development Manager for the Baltics** - Swedbank (2008 - 2009)
- **Talent and Performance Management Manager** - Hansabank Group (2007 - 2008)
- **Chairman of the Board, CEO, Senior Consultant** - Fontes (R&I) Latvia SIA (1996 - 2007)
- **Executive Director** - Estonian Business Center in Riga (1995 - 1996)
- **Deputy Editor-in-Chief** - Newspaper "Diena" (1993 - 1995)
- **Commentator** - Newspaper "Diena" (1992 - 1993)
- **Foreign Correspondent** - Newspaper "Diena" (1991 - 1992)
- **Administrator, TV Show Host** - Latvian TV (1986 - 1988, 2002)