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|  | Vlad Makarenko  Ukrainian  Permanent Residency in EU (Austria)  Contact Details on Homepage: [www.vladmakarenko.com](http://www.vladmakarenko.com)  LinkedIn Profile: <https://www.linkedin.com/in/vlad-makarenko-5996336/> |  |

HR Professional with hands-on business experience in various local and regional senior roles and projects in Area Management, Sales, Marketing and Purchasing. Within Human Resources have covered senior generalist roles at regional and large market levels, as well as specialist roles in Reward, Training, Change Management and Organization Development. Since 2005 have lived and worked for international corporations in Emerging and Developed Markets in United Arab Emirates, UK, Kazakhstan, Russia, Czech Republic, Austria, Hungary and Denmark. Multi-lingual in Russian, Ukrainian, English, and German.

I have the skills, multi-cultural experience and track-record of inspiring and driving HR and Culture Transformation in business teams.

Areas of Expertise:

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| * HR Planning & Management * Staff Training & Development * Employee Engagement * Talent Acquisition & Retention * Emerging Markets | * People Leadership * HR Transformation & Restructuring * Performance Improvement * Change Management * Virtual Teams Management |

Professional Experience

**AGC Biologics, Denmark/Germany**

**Vice President, Human Resources** (2020 - present)

*Reported to the Executive VP HR. Drove the business growth by deploying full spectrum of HR tools, with the focus on Recruitment, Employee Experience and Performance Management.*

**Boehringer Ingelheim, Hungary, Europe**

**Marketing Director** (2017 to April 2020)

*Led the multi-channel marketing team to meet and exceed business goals. Developed strategy and executed Integrated Customer Plans for the 12 promoted products in Cardiovascular, Respiratory, Metabolic, Oncology, and IPF. Drove digital transformation to maximize customer experience.*

*Selected Contributions:*

* Re-launched a product, leading to strong double-digit net sales and MS growth
* Built a strong Marketing Team, implemented key process and people improvements

**Boehringer Ingelheim, Vienna, Austria, CEE**

**Regional Business Manager / Culture Transformation Program Manager – CEE** (2012 to 2017)

*Direct P&L responsibility for distributor-managed countries including Belarus, Moldova, Albania, CIS-Asia and Caucasus countries. Supported Managing Director CEE in achieving business goals across the Region of 33 countries. Ran Culture Transformation Projects in the CEE Region of 3500 employees: a) Agility Mindset across the CEE countries; b) 5 year Business Aspiration and key behaviours.*

***Selected Contributions:***

* Implemented the new distributor model for Uzbekistan
* Coordinated business case approval for production localization in Russia
* Managed development of 5 Year Business Aspiration and key behaviours
* Organized and implemented Agility mindset across the CEE countries

**Boehringer Ingelheim, Russia**

**HR Director** (2010 to 2012)

*Reported to Managing Director. Recruited, trained, mentored, and developed new management team. Managed a team of 34 people in HR, overseeing full spectrum of HR activities for 1000 employees.*

*Selected Contributions:*

* Restructured 40% of Senior management team
* Designed, restructured and resourced HR team from a low base
* Designed BI Russia Employer Brand philosophy and strategy
* Saved Eur 800K via the new Talent Acquisition Strategy
* Designed and implemented innovative Document Flow Unit

**British American Tobacco, Caucasus & Central Asia, Almaty, Kazakhstan**

**Area HR Director** (2008-2010)

*Reported to the Area Director – CCA, was a member of Regional HR Leadership Team. Managed three HR teams across the Area. Analyzed and reviewed the complete Area organizational structure, leading to the approval of the new Organizational Blue Print.*

**British American Tobacco, London, UK**

**Head of Organization Development** (2007-2008)

*Reported to the Regional HRD Europe. Managed the team of 4 Area OD Managers. Developed and aligned Regional Change Plans for the Europe Restructuring project. Ran two pan-European employee surveys*

**British American Tobacco – Gulf Cooperation Council, Dubai**

**Cluster HR Director** (2005 – 2007)

*Reported to the GCC Managing Director. Managed several restructuring projects. Led two ROPU above-market teams for Training and Reward. Significantly enhanced employee dialogue, resulting in solid improvements in the GCC organizational climate, measured by employee survey. Developed the AME (Africa & Middle East) Change Management plan for the regional restructuring*

**Additional Experience** (1998 – 2005)***:***

Various HR Positions at Head Office and Factory, Ukraine

HR Executive, Rothmans UK Limited, Aylesbury, UK

Project Manager for Indirects Purchasing, Ukraine

Education and Credentials

**Master’s Degree in Teaching** • 1991 – 1996 • Kherson State Pedagogical University, Ukraine

**Master’s Degree in International Law** • 1997 – 2000 • Shevchenko National University, Ukraine

**Pharmareferentenprüfungszeugnis** • 2017 • Bundesministerium für Gesundheit, Österreich

Language Skills

English – equal to native│German – fluent (B2)│Russian – native│Ukrainian – fluent