

KRZYSZTOF ADAMCZYK
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Warsaw, Poland
Nationality: Polish



PROFESSIONAL PROFILE:

A Manager with proven experience in international environment within Management/ Finance / Compliance in Poland, Russia and CEE Region. Fluency in English and Russian. Proven ability to manage P&L. Multiple years of experience in the Pharmaceutical Industry as Business Unit Manager/ Commercial Manager and Country Manager. Strong business acumen and strategic mindset as well as eagerness to take on the operational work in a front line.

Track record to achieve results, improve ways of working in a turnaround environment.

CAREER OBJECTIVE:

As a GM or Financial Director to be a business partner for the company Management Board in managing the company's financial and business performance.

PROFESSIONAL EXPERIENCE:

05/2023- **CEE Partner / Randox**
Consulting projects from health care sector

10/2021- 05/2023 **CF CEFARM**
Commercial Director

The main activity of CEFARM SA is distribution on the pharmaceutical market. Commercial offer includes over 13 thousand assortment items belonging to various product categories. Supply almost every entity operating in the pharmaceutical and medical industry.

- full responsibility for sales forecasting, planning, budgeting
- management of various sales channels: hospital, pharmacy, wholesale and export
- close cooperation with pharmaceutical companies
- management of current and future stock levels of products and lead the communication with other wholesaler/s and Supply Chain dept
- deal with products complaints, process adverse events and other pharmacovigilance issues

06/2016- 09.2021 **Amomed Pharma GmbH / AOP Orphan Pharmaceuticals from 01.2021**
National Manager Poland

AMOMED Pharma GmbH is a privately owned, international company based in Vienna, Austria. Expert company for intensive care and emergency medicine: Empressin, Esmocard, Runrapiq, Nalpain.

- set-up of specialty care business in Poland by implementing local strategies leading to successful commercialization of products in accordance with Amomed vision, values, principles being coordinated and aligned with CEE Lead
- planning, directing and coordinating all operations of the commercial team to maximize Polish business
- day by day good relationship with stakeholders (physicians, consultants)
- introduced commercial potential of Amomed portfolio on the Polish market
- ensured that all business activities in the territory comply with the Polish legislation and aligned with SOPs and compliance rules
- daily sales and marketing activities
- recommendations for successful business; implementation of the local strategies and related tactics within entrusted TAs ensuring local customer needs and market requirements
- launch of new products on the Polish market
- hiring employees
- creation and responsibility for promotional and sales strategy in Poland

- responsibility for sales and annual budget; proper planning process reflecting the PL market;
- planning, forecast, budgeting, managing P&L in orphan diseases
- achieve the revenue targets and sales objectives in full compliance with the Amomed ethics and compliance standards
- secure ownership of customer networking and managing ongoing stakeholders' relationships
- worked in the field supporting business activities and interacting with key customers and stakeholders
- management of current and future stock levels of products and lead the communication with PL wholesaler/s and Supply Chain dept
- lead the commercial team to create a high performing, agile and customer-focused organization
- motivate, inspire, and influence others across the organization and enterprise to achieve results
- fosters a culture of insight-driven innovation and constantly drive the team enhancement and development
- champion initiatives to promote an inclusive workplace environment and highly engaged workforce
- develop, coach, and engage talent across teams, and ensures bench strength for the future
- comply with CRM and other systems
- manage and allocate efficiently the assigned resources
- reporting and feedback about the local market requirements and competitor activities
- ensure ongoing completion of all required initial and ongoing training in local regulations and policies, and adherence to those regulations and policies
- report to HQ and manage in accordance with Amomed requirements and standards
- deal with products complaint satisfactorily, process adverse events and other pharmacovigilance issues

11/2014-01/2016 Aflofarm PP Ltd.

Business Development, Mergers & Acquisitions Manager

Aflofarm is a dynamically developing Polish pharma. Currently Aflofarm is placed first among pharma companies in the OTC segment.

- Analysis of export markets and sales channels,
- Developing strategies in export markets,
- monitoring competitive products and providing specific conclusions and proposals for action;
- searching for new opportunities in foreign markets and evaluating their profitability and feasibility
- Establishing and maintaining contacts with new customers of the company,
- Representing the company in foreign markets, participating in trade fairs and exhibitions,
- preparation of commercial offers and conducting negotiations,
- processing customer orders
- active sales of the company's products in foreign markets,
- close cooperation with other departments of the company: purchasing, production and sales.
- implementation of the established budget,

09/2012-10/2014 NAJ International Sp. z o.o.

Business Partner / Finance Manager

09/2012- 05/2016 CEE Partner – consulting projects from health care sector

Polfa S.A. (Advisor to the Board of Directors; 2014) – M&A project in Russia

Plast-Market Sp. z o. o. (CFO, board member; 2014) – restructuring of the company

Other projects: Product Market Reseach in Europe, USA and Asia

Lifecodexx (Germaby) – laboratory network in Poland in area of genetic tests

HemoTx (Polska) – registration of medical devices, set up of branch office in Russia

Pharmapoint (Polska) – research of new brands and diagnostic tests

Pipelinepharma (UK) – coopeartion in areas of BDM & M&A

Sequoia – acquiring a business partner in Russia

Other companies: NanoRepro AG (Niemcy), Imegen (Hiszpania), Sequenom (USA), qGenomics (Spain), GEMI, CEFARM S.A., Androvia Corporation (USA), Revolymex (UK), Aptalis (Italy), MYMED (UK), Polfarmex, USP Zdrowie, Polfa Tarchomin, Baltimore (Russia), Protek (Russia), Biokhimik (Russia), Adamed

06/2011-08/2012 GRUNENTHAL (Russia)
General Manager.

- planning, directing and coordinating all operations of the organisation
- formulating policies, managing operations and planning the use of resources and people
- developing sales and marketing strategy
- representing the company and coordinating relations with third parties
- critically appraising financials against external and internal information
- recommendations for successful business development
- identifying issues on company's top management and implement appropriate activities
- developing internal regulations and procedures

01/2011-05/2011 GRUNENTHAL
Deputy Finance Manager for CEE & ME

- providing support in the administrative, accounting, financial reporting and budgeting processes to regional offices to implement, maintain and improve financial management systems, policies and procedures.
- working closely with regional Country Finance staff to implement, build up the finance infrastructure in countries and maintain financial management policies, systems, structures and procedures
- providing training and direction to regional Country Finance staff in order to enhance and develop country Finance Staff capabilities.
- monitoring and reviewing all accounting and related reports for accuracy and completeness
- monthly and yearly account closing and reporting, that is accurate, complete and delivered on time
- ensuring budget and forecasting is completed and analysis to variance explanations given
- ensuring local compliance with VAT and other local taxation regulations.
- ensuring that financial records and backup documentation in all regional countries are ready for internal and external audits.
- responding to internal audit demands from HQ as these arise.

03/2005-05/2011 GRUNENTHAL SP. Z O.O.(Poland)
CFO

The Grünenthal Group is an independent, family-owned, international research-based pharmaceutical company headquartered in Aachen, Germany.

- preparation of weekly profit estimates
- auditing, reporting and analysis of costs in addition to budgeting and forecasting,
- capital budget monitoring,
- capital spending tracking and reporting,
- financial analysis and evaluations,
- pricing analysis,
- preparation of company's Performance Plan and Business Plan
- KPIs, cash flow and P&L controlling
- ensuring adherence to IFRS and managing all financial statutory requirements for the business including all tax and treasury related matters
- assisting to the business with coordination of short and long-term financial budgeting and forecasting
- ensuring accuracy and timeliness of the company's financial, business and tax reporting
- acting as counsel to the business beyond the financial aspects

**07/2004-01/2005 BULL POLSKA SP. Z O.O.
Financial Director**

Bull SAS (Group Bull) a French-owned computer company. Bull has a worldwide presence in more than 100 countries. Offers IT infrastructure, services, IT consulting, IT integration.

- reporting according to GAPP standards to head office in France,
- preparation of weekly profit estimates, pricing analysis, auditing,
- reporting and analysis of costs in addition to budgeting and forecasting,
- financial analysis and evaluations,
- pricing analysis, creating products pricing procedures and tools, preparation of company's Performance Plan and Business Plan

**08/1996-07/2004 ORGANON POLSKA SP. Z O.O. (AKZO NOBEL GROUP)
Financial Controller**

Organon pharmaceutical company headquartered in Oss, Netherlands (now part of MSD).

- preparation of weekly profit estimates, auditing, reporting and analysis of costs in addition to budgeting and forecasting,
- determining projects with the best economic value added for the company (NPV, IRR, Economic Cash Profit),
- financial analysis and evaluations, pricing analysis,
- creating products pricing procedures and tools, partial preparation of company's Performance Plan and Business Plan

**08/1994-08/1996 ERNST & YOUNG
Supervisor in Audit Department**

Ernst & Young (EY) is one of the largest professional service firms in the world and one of the "Big Four" accounting firms, along with Deloitte, KPMG and PwC.

Main clients: Coca-Cola, IKEA, Tchibo, McDonalds, TRW, Philips, Huta Jarostaw, CEL Invesco, Lafarge

**12/1993-07/1994 MANAGEMENT FOCUS
Consultant (marketing plans, business plans)**

EDUCATION

2017 Warsaw University of Technology Postgraduate studies
Pharmacoeconomics, HTA, Marketing & Pharmaceutical Law

2014-2015 The Lazarski University Postgraduate Studies
Polish Tax Law

Lazarski University is an internationally-oriented private institution with over 4500 students from all over the world.

**1988-1993 The Warsaw School of Economics (SGH)
Master Degree**

The Warsaw School of Economics Highest rank of all Central & Eastern European management programmes by Financial Times. First rank among economic schools in all surveys of Poland's higher education.

TRAININGS

2015 Trainings and courses of marketing

2010 Compliance Trainings

02/2009-05/2009 International Coaching Certification Training (ICC)

02/2004-04/2004 IAP Controlling Institute in Poland
Controlling for advanced controllers

10/2002-02/2003 IAP Controlling Institute in Poland
Diploma Of Controlling Study

10/1997-03/98 Diploma of Chief Accountant

1994-1998 Study of ACCA - The Chartered Association of
Certified Accountants in Glasgow, Great Britain (9 exams)

LANGUAGES

- Polish native
- English fluent
- Russian good
- German basic

Other skills: computer skills (MS Office with and advanced experience in Excel usage)

ADDITIONAL SKILLS AND INTERESTS

Personality: Strong ability to manage the team and to work in a team, coordinate it, set tasks. Self-dependant and well organized person. Able to work under stress, pressure of time with excellent communication skills & ability of strategic planning and fast decision making. Accurate with attention to detail. Ability to determine priorities and Independent worker. Solid understanding of generally accepted management and accounting principles.

"I hereby authorize you to process my personal data included in my job application for the needs of the recruitment process in accordance with the Personal Data Protection Act dated 29.08.1997 (uniform text: Journal of Laws of the Republic of Poland 2002 No 101, item 926 with further amendments)"