



## Employments

### **Clavic Consulting AB**

**September 2012 – Present**

Self-employed

Providing HR Solutions within Personality questionnaires (OPQ & Verify), Recruitment & Management audits

### **Effect Search i Sverige AB**

**August 2010 – August 2012**

Executive Search/Headhunting firm, specializing in executive recruitment

### **Managing Director/Senior Consultant**

- Consolidated operations and focused the business in Göteborg & Stockholm.
- Separated the recruitment of qualified professionals to a newly established sister company
- Established new company profile and renamed from Effect Management Search
- Hired recruitment consultants and researchers to meet the new objectives
- ~ 23% growth, 18,7 MSEK – 22,9 MSEK fiscal year 2010-2011, EBIT ~ 5%

### **SHL Group Sverige (Now CEB/Gartner)**

**July 2004 – June 2010**

Global leader in talent measurement offering employment testing tools and employee development assessment services. Sales of product portfolio containing concept solutions for HR managers to identify, hire and develop their staff.

### **Sales Manager/Senior Consultant**

- Launched the sales organisation in Göteborg/Malmö, with own sales to new and existing customers and hired a team of 7 people including business developers and in-house sales coordinators.
- Member of the Nordic Management Group (Nordic Sales) reporting to the VP Sales Nordic
- 400% growth 2,8 MSEK to 14 MSEK from 2004 to 2010, TB1 ~ 73%
- Key Account Manager for several global customers, including AstraZeneca, Trelleborg Group, IKEA & Volvo Group
- Delivered public & in-house trainings in OPQ, Verify & Motivational Questionnaires to HR Managers
- Delivered 1:1 assessments (Second Opinion) to our customers in Sweden.

### **OstermanHelicopter AB**

**November 2000 – June 2004**

Sweden's largest helicopter company with locations in Östersund (ambulance, the liming of lakes and other activities), Stockholm (Ambulance), Göteborg (the liming of lakes and other activities)

### **Overall responsibility for sales and marketing**

- Member of the Swedish team, involved in the senior management group at group level – the Airlift a/s in Norway
- P&L responsibility, reporting to the CEO, sales budget of 100 MSEK
- Customer contract was signed with Vattenfall, Fortum, NCC, SVT (Broadcasting of Vasaloppet & Stockholm Marathon), together with the county administrative boards for the mission to carry out the liming using helicopter. The construction of 3 G Poles using helicopter was another successful concept.

### **Poolia Sverige AB**

**February 1998 – October 2000**

#### **Business Area Manager**

- Started up the business area Administration in Göteborg (administrators, customer service, assistants etc).
- Started by own sales and built up an internal organization of 6 people with over 130 temp staff in various assignments within the Office administration segment in Göteborg.
- As business area manager, P&L responsibility reported to the local MD and was member of the management team of Poolia Väst.
- Monthly invoicing of 3.5 MSEK to 4 MSEK, the fiscal year 2000 we forecasted a turnover of 40 MSEK  
In 2000 I also started up branch office for Poolia in Varberg

**SeaCat Sweden AB****April 1993– February 1998**

SeaCat were established in Sweden and Göteborg in the summer of 1993 as a challenger to market leader Stena Line on the route Göteborg-Frederikshavn in Denmark as the SeaCat fast ferry was nearly twice as fast as conventional ferries from Stena Line, the first summer (1993), we achieved a market share of 20 %.

**Team leader Sales**

- Manager in the sales department in Göteborg, depending on the season consisted of 20-40 sales representatives
- Duties included responsibility for bookings of passengers including travel, meals & hotel options. Manager at departure and arrival of the fast ferry to Göteborg

**Several Field Sales positions****August 1991 –April 1993**

For example, Electrolux Business School

**Volvo Cars****August 1989 – August 1991**

Mounted equipment into Volvo model 240

**Education****IHM Business School****2015**

**Operation Management, part of a Master examination**

**IHM Business School****2013**

**Business Finance, part of a Master examination**

**IHM BUSINESS SCHOOL of Gothenburg****1999 – 2001**

**Certified DIHM Marketing Management**

Strategic & Tactical Marketing, Business Economics, Business Law

**Upper secondary school at Västerhöjdsskolan in Skövde****1987-1989****Internal sales & management educations**

Miller Heiman Strategic Selling, L.A.M.P, P.R.O.F.I.T.S and SPIN Selling

Very good skills in English both verbal and in writing

**Leisure activities** Spending time with my family and running

**Additional** Certified board member of Styrelseakademien in 2011,