Krzysztof Jałosiński

PROFESSIONAL EXPERIENCE

01/2011 – 01/2011 **Z.Ch. "Police" S.A. – President of the Management Board**

1. Managing the work of the company's management board;
2. Creating company strategy and supervising the restructuring programme;
3. Implementing new organisation based on business units;
4. Implementing a BSC system;
5. Implementing an HR motivational system – start-up in 2012;
6. Stabilising the company's financial situation (financial liquidity);
7. Completing negotiations with trade unions and conducting group redundancies within the company;
8. Assisting in the process of merging the company with the Azoty Tarnów Group

04/2008 – 01/2011 **ZAK S.A. – President of the Management Board**

1. Managing the work of the company's management board;
2. Creating company strategy and managing its implementation;
3. Creating and implementing the ZAK Ethical Code;
4. Introducing a system for management of the company's assets;
5. Introducing a balanced scorecard system;
6. Introducing an HR motivational system – one of only several at Polish companies;
7. Creating reserve personnel at the company and managing its development;
8. Developing and implementing an operational excellence system;
9. Managing the company during the economic crisis and completing the two largest investments in the Polish chemical industry during this time;
10. Led to and managed the merger with Azoty Tarnów.

02/2000 – 01/2008 **Evonik Carbon Black Polska Sp. z o.o. – President of the Management Board**

1. Managing the company as a single-member management board;
2. Representing Degussa AG (currently Evonik) in Poland and taking part in work on new organisational systems, together with developing the business within the chemical sector;
3. Creating company strategy and managing its implementation (Carbon Black Polska commenced operations in January 2000);
4. Creating new and effective company management;
5. Creating a more economically and financially effective factory in this area within the group;
6. Managing the acquisition of all permits for operations, in accordance with EU standards the company obtained an Integrated Permit (one of the first in Poland);
7. Implementing an Integrated Management System and obtaining ISO 9001:2000, 1400 and 18001 certificates;
8. Obtaining EU funds for the implementation of both production and

environmental investments (including the creation of a Special Economic Area);
9. Developing and implementing new effectiveness programmes such as the Perfect Plant. Implementing new management systems based on BSC.

06/1996 – 02/2000 **Zakłady Azotowe "Puławy" S.A. – Manager of the Hydrogen Peroxide Facility**

1. Managing the facility independently;
2. Supervising the preparation and implementation of the facility's plans and budgets;
3. Introducing new products to the market.

10/1993 – 06/1996 **Zakłady Azotowe "Puławy" S.A. – Manager of the Hydrogen Peroxide Facility under construction**

1. Managing construction of a chemical installation, completed in record time (organisation, coordination and supervision of the work of over 30 companies while implementing the investment);
2. As project manager managing contracts with technology, equipment and project suppliers for the above installation;
3. Preparing and negotiating contracts for the supply of equipment and technology and for working capital;
4. As start-up manager managing the start-up of several chemicals installations, which was always completed with success (i.e. obtaining a product of appropriate quality).

10/1992 – 10/1993 **Biuro Projektów "Kędzierzyn" Sp. z o.o. – Senior Designer**

Senior Designer in the design and start-up of ammonia facility

10/1982 – 10/1992 **Zakłady Azotowe "Kędzierzyn" S.A.**

Independent Technologist at this Nitrate Plant; Deputy Director of the OXO Alcohols Department; Senior Designer at the Design Facility.

EDUCATION

2006 – 2006 **Microsoft – Friends of Success**, a series of training courses in corporate management;

2006 – 2007 **Warsaw School of Economics**, Postgraduate Studies: "Corporate Asset Management"

2002 – 2003 **University of Illinois, Lublin University of Technology** – Master of Business Administration (MBA);

1996 – 1997 **Warsaw School of Economics**, Postgraduate Studies: "Corporate Management Strategy";

1987 – 1988 **Silesian University of Technology, Gliwice**, Postgraduate Studies: "Material and Energy Saving Chemical Technologies";

1977 – 1982 **Wroclaw University of Technology**, Specialisation: Chemical Engineering;

1972 – 1977 **Specialist Chemical Vocational College, Żary**

FOREIGN LANGUAGES

English	fluent
Russian	good

ACHIEVEMENTS

Patent PL 190161	- production of hydrogen peroxide using the Riedl-Pfleiderer process
Gazela Biznesu 2004	- summarising the development of the company under management
Highest Quality 2010	- winner and award for ZAK S.A. in the category of highest quality management

INTERESTS

Management – member of Harvard Business Review Polska