



CHRISTOFER SALSING

Curriculum Vitae

Work Experience

June. 2018 –	Chief Executive Officer & Founder, Doimp AB (Russia & Sweden) Start-up for different business projects
Terrakultur Russia	Restructuring and expanding the operations for Terrakultur to improve profitability, stability and to secure growth on the facility service market, more info below
March. 2011 – May 2018	Chief Executive Officer/Managing Partner, Terrakultur Russia (Moscow, Russia) Managing all aspects of the business and leading a comprehensive change work encompassing every part of the organisation. Focus on decentralised decision-making, quality standards and operational excellence through alignment to a shared vision. <i>Results: A stable, profitable 3 times bigger company, expanded product portfolio, geographic expansion (6 cities), improved client satisfaction. Cost cutting (30%) during the 2015 crisis and return to growth. 23% average annual revenue growth the 5 years before the crisis and 5% and 13% 2016, 2017.</i>
Sep. 2010 – March 2011	Chief Operating Officer, Terrakultur Russia (Moscow, Russia)
March. 2010 – Sep. 2010	Commercial Director, Deputy General Director, Terrakultur Russia (Moscow, Russia)
Tele2 Russia	Working with urgent projects for the CEO; from business analyses, corporate governance and strategy to supplier management, event management and setting new processes, more info below
Dec. 2008 – Jan. 2010	Project Manager, Tele2 Russia (Moscow, Russia) Driving projects for the central management. Projects including strategy, incentive systems, corporate governance processes, events, internal communication and IT-system rollout. <i>Results: New Action Point/project follow-up system, mathematical model and templates for obj. bonus system, Tele2Intranet implemented in Russian organisation, successful events and improved internal communication.</i>
Feb. 2008 – Dec. 2008	Administrative Manager, Tele2 Russia (Moscow, Russia) Responsible for the restructuring of the administrative organisation and staff, recruitment, setting processes and for running the day-to-day operations at the Tele2 Moscow office. Supplier mgmt and corporate events to lease negotiations and internal communication. <i>Results: Office fit-outs and techn./mechanical systems tuned, office improvements, stable adm. organisation, cost savings and recruitment as well as new policies and IT productivity tools introduced.</i>
Oct. 2007 – Feb. 2008	Business Analyst/Strategy, Technical/M&A, Tele2 Russia (Moscow, Russia) Developing business cases for broadband in Russia and completing the first concept for mobile advertising in the Tele2 Group. <i>Results: Board decision material produced and market survey/business potential assessed.</i>
Mgmt Trainee Tele2 Group	The Management Trainee/Leadership Program in Tele2 aimed at supplying the organisation with future leaders by giving extensive hands-on experience from different roles in the company.
April 2007 – Oct. 2007	Project/Procurement manager, Customer Ops, Tele2 Russia (St Petersburg, Russia) Setting business requirements and evaluating different options for handling the complex information needs in the customer operations organisation. <i>Results: Established fundamentals for acquiring Knowledge Management tool for Customer Operations.</i>
Dec. 2006 – April 2007	Project Manager, Projects Department, Tele2 Germany (Düsseldorf, Germany) Driving projects in the ADSL-rollout project. Setting business processes, working with PR-agency, parts of the friendly user testing and with customer communication. <i>Results: New system/processes (T2 Group wide) on how to handle DSL customer communications. Creation of customer product package for T2DE.</i>
Aug. 2006 – Dec. 2006	Group Sales Systems Responsible, Tele2 Group (Kista, Sweden) System owner and business responsible for all sales systems in the Tele2 Group. Also collecting/approving business requirements and performing sales analyses. <i>Results: Setting processes for collection and compilation/analyses of group wide sales data. Creation of requirements for "Sales Tool 2.0"</i>
May. 2006 – Aug. 2006	Sales manager, Sales Department, Tele2 Switzerland (Zürich, Switzerland) Sales business development, campaigns creation and WEB-shop responsible. <i>Results: Swiss WEB-shop and sales campaigns created.</i>
Feb. 2006 – May. 2006	Concept owner/Prod. mgr, Product Implementation, Tele2 Group (Kista, Sweden) Process modelling and development of Baltic 3G data sales. Tender management for new B2B product (IP Centrex). <i>Results: Creation of new process descriptions of existing products. Collection and sharing of best practice for boosting 3G data sales in the Baltic 3G networks.</i>
Tele2 Event Management	Main responsible for a number of events for Tele2: Both own initiatives and corporate events Breakfast with Tele2 Moscow Nov. 2009; Office Bowling Championships Sep. 2009; After Work Moscow Office, Aug. 2009; House Cleaning Day 2009; Moscow Xmas Party 2008; Tele2 Russia Awards 2008 (Partly responsible); Misc. Office Events, Tele2 Moscow; Board Strategy Meeting, St Petersburg 2007; Midsummer lunch for Tele2 Switzerland 2007; Trainee Kick-Off, Tele2 Group, Åre 2007; Trainee Reunion, T2 Group, Stockholm 2007



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Miscellaneous Work Experience

- Feb. 2005 – Aug. 2005 **Co-Project manager, Swedish Match Cup 2005** (Gothenburg/Marstrand, Sweden)
One of two project managers responsible for the final of the Swedish Match Tour with 110000 visitors during the weeklong event. Responsible for logistics, construction and all operations.
- Jan. 2005 – Aug. 2005 **Co-Founder, Project manager, DestinationAsia** (Chalmers and Gbg School of Economics)
Working with a project start-up aiming to increase the interest and knowledge of China and Asia among students and companies. Coordinating activities on two universities with their respective leading teams and students from both schools.

Education

- Sep. 2005 – Aug. 2006 **School of Business, Economics and Law, Göteborg University** (Sweden)
Sep. 2003 – Jan. 2005 Master of Financial Economics, 160 credits.
- Sep. 2000 – Oct. 2003 **Chalmers University of Technology** (Gothenburg, Sweden)
Aug. 1997 – May 1999 Master of Science in Engineering Physics with biotechnology and surface physics, 217 credits.
- Jan. 2001 – Oct. 2003 **Technical Communication** (Chalmers University of Technology)
English co-curricular programme with focus on project management, knowledge philosophy and oral and written presentation techniques.
- Feb. 2003 – June 2003 **National Chiao Tung University** (Hsinchu, Taiwan)
Semester in Taiwan. Taking courses from the International MBA-programme.
- Oct. 2002 – Dec. 2002 **Stockholm School of Economics** (Stockholm, Sweden)
Economics, politics and production systems in East Asia, 5 credits.
- July 1999 – June 2000 **Université Stendahl** (Grenoble, France)
Fulltime studies; politics, economics, literature, history, history of art and language.
- Aug. 1993 – May 1996 **Göteborgs Högre Samskola** (Gothenburg, Sweden)
Upper secondary school, science programme, private school with Montessori pedagogy.

Master Theses

- Sep. 2005 – Jan. 2006 **AstraZeneca Sweden Operations** (Södertälje, Sverige)
Sep. 2004 – Jan. 2005 *"Value Measures as Efficient Tools for Investment Decisions"*. Study and analysis of the investment processes at Sweden Operations. Written in direct cooperation with the CFO.
- Sep. 2002 – Feb. 2003 **Volvo Technology Corporation** (Gothenburg, Sweden)
"SOFC Modeling in Femlab". Development and analysis of theoretical model of a solid oxide fuel cell. Study of thermal, electric and mechanical properties.

Honours

- Co-Captain Pazhalstasticks Organising and playing in the International Moscow Broomball League 2009-2018. The team has finished top 3 the last eight consecutive years.
- Best Attacker 2011, -12, -18 Awarded the best attacker prize for the players in the international Moscow Broomball League based on scoring result and skills.
- Moscow Broomball League
- Ambassador, Nova 100 Member and ambassador in the student- and enterprise network Nova 100; a network of top students and partner companies.
- Deloitte Talent 2004 One of 30 students to participate in a three-day seminar in Stockholm on leadership and business competence organised by audit and financial advisory company Deloitte.
- International Week CBS 2004 Representative for the Gothenburg School of Economics at an international week at the Copenhagen Business School on "Corporate Social Responsibility".
- Crew Member of the Year, GKSS, 2004 One of 30 students to participate in a three-day seminar in Stockholm on leadership and business competence organised by audit and financial advisory company Deloitte.

Skills

- Languages *Swedish*: mother tongue; *French*: fluent (*DALF, Diplôme Approfondi de Langue Française*); *English*: fluent; *German*: intermediate; *Chinese*: beginner; *Russian*: intermediate
- Computer Proficiency ADA, Adobe Illustrator, Adobe Photoshop Femlab, HTML, Lingo, Macromedia Director, Adobe Dreamweaver, Matlab, MS Office, Lotus Notes, Visual Basic for Applications etc
- Licenses Diver's licence, Yacht master diploma, Hunting licence, Lorry drivers licence, District judge in match racing sailing
- Lecture Topics Culture & Motivation, Leadership, Corporate Culture, Management, Success factors for SMEs

Personal Information

- Interests Kung Fu, skiing, sailing, sports, political philosophy, the human condition, culture and people!



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Co-Curricular/Misc. Activities

July 2004	Group leader, GKSS, Swedish Match Cup 2004 (Marstrand, Sweden) Crew coordinator and work leader during the international Swedish Match Cup sailing competition. Responsible for internal and external stakeholder contacts.
Sep. 2003 – Nov. 2003	Project manager, Handels Business Week (Gothenburg School of Economics, Sweden) Working for the student union. Responsible for planning, preparations, company visits and organising the student staff at the week-long event offering a number of activities and opportunities for students to meet different companies.
Feb. 2003 – June 2003	Group manager, Chalmers International Taiwan Office , (Hsinchu, Taiwan) Official Chalmers representative working with the start-up of Chalmers University of Technology's first international office. Responsible for realising the inauguration of the office and for the analysis of the economic and technological environment in South East Asia. Editor in chief of the CITTO-bulletin.
Aug. 2002 – Oct. 2002	Assist. project manager, Entreprenörsdagen 2002 (Swedish Fair, Gothenburg, Sweden) Shared responsibility for the fair area and the realisation of a mentorship programme at the largest fair for students and entrepreneurs in western Sweden.
May 2001 – May 2002	Group leader, Chalmers Student Employment Fair Committee 2002 (Chalmers) Staff manager, responsible for speakers and 220 persons in the crew at the largest student employment fair in Scandinavia.
June 2002 – Sep. 2002 June 2001 – Sep. 2001	Beverage supplier, Carlsberg Sweden (Gothenburg, Sweden) Lorry driver responsible for customer contacts and for deliveries of beverages to shops, restaurants and nightclubs in central Gothenburg.
Sep. 2000 – May 2005	Substitute teacher, Dergården Upper secondary school (Lerum, Sweden) Working as a teacher in athletics.
June 2000 – Sep. 2000	Research assistant, Ecole des Mines d'Albi Carmaux (Albi, France) Working with a research project at a French university. Mathematic modelling of heat transfer in certain types of industrial waste products.
Sep. 1998 – June 1999	Representative, Student union education board (Chalmers) Working for the physics engineering student union, representing the students at the faculty and in the Chalmers student union.
Sep. 1998 – June 1999	Class President, Student education board at Physics Engineering (Chalmers) Representing the students of my class in the faculty board and in the student union. Responsible for information to and from students and for bringing up important issues.
July 1998 – Aug. 1998	Forest worker, Lilla Stamsjön (Lerum, Sweden) Tasks including forestry thinning and clearing.
July 1996 – Aug. 1997	Platoon Spokesperson, Livregementets husarer (K3, Karlsborg, Sweden) Elected to be the platoon spokesperson at the regiment board. Representing the soldiers at the regiment command.
May 1996 – Aug. 1997	Conscript, Swedish Army, Livregementets husarer (K3, Karlsborg, Sweden) 15-month military service as a non-commissioned officer, company commander level at a special forces hunter unit. Also responsible for the training of other conscripts and for the physical education, i.e. sports and athletics, at the platoon.
May 1994 – July 1994	Trainee, Saab Ericsson Space (Gothenburg, Sweden) Summer internship at Saab Ericsson Space. Development of electronic devices and component design in Mentor Graphics, CAD.