

## Damir Vandelić

### Curriculum Vitae

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**Personal data:** Born in Zagreb on 11 February 1968  
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**Education:** Master of mechanical engineering, MBA

- Elementary school R i Z Baković, Zagreb
- Secondary technical school 'N. Tesla, Zagreb, processing technician
- 4.5-year Mechanical Engineering Faculty Zagreb
- 2-year post graduate study Mechanical Engineering Faculty Zagreb
- Post graduate education – Brewing, Institute of London, Birmingham, Edinburgh
- 1.5-year MBA, Liverpool
- Permanent education, a certified engineer and IPMA certified project manager

Special awards during education:

- Zagreb University Chancellor's award for best students 1988/1989
  - Mechanical Engineering Faculty award – best student in the class
- Excellent PC skills, Microsoft Office, AutoCAD, MS Project.

### Previous employment

- **1992-1997, PLIVA**, from apprentice to Technical Office manager and Head of Energy and Maintenance department
- Energy Institute 'Hrvoje Požar' award for the best energy efficiency program
- Construction of co-generation plant in S. Marof (Pliva's plant)
- Design, supervision and managing of transfer of Neva's plant from Čakovec to Zagreb
- **1998 – 1999, INTERBREW**, director of Zagrebačka pivovara Technical Department
- reorganization of the department
- reduction of overhaul time by 50%
- speeding up of cooling and fermentation process by 40%
- **1999-2000, director of brewery in construction and technical director of brewery in Grude**
- Preparation of basic design
- Managing investment project, contracting and procurement
- Hiring of employees, preparation of labour regulation, training

- Start-up and production – adjustments aimed at achieving set KPIs
  - **2000-2004 Corporate Investment Director for Central Europe** covering 15 breweries, registered office in Leuven, Belgium
  - Managing investment portfolio of over EUR 50 m/year
  - Acquisitions and restructuring in Central Europe region
- participation in Supervisory Boards
- President of SB – Cenmar d.d.
  - President of SB – Marimirna d.d.
  - Member of SB – Rovinjturist d.d.
  - Member of SB – Tvornica duhana Zagreb d.d.

In conclusion: I managed organizational units up to 250 employees, investment projects including over 1000 workers on site and budgets up to EUR 100 mil, and investments portfolio with over 200 projects of various size in parallel

### **Current employment**

#### **Supervisory Boards:**

President of Supervisory Board of Cromaris d.d.

- **2004 – onwards, Investment Director of Adris Group**
- Managing construction of new TDR factor in Kanfanar (Istria)
- Managing investment projects of TDR Group members (31 legal entities) in total value of HRK 2.5 billion in 6 years
- **2006 – onwards, director of Abilia d.o.o.**, company that manages Adris Group d.d.'s real estate, development, maintenance, lease, investments, sale of around 680,000 m<sup>2</sup> of construction surface and about 5 million m<sup>2</sup> of land
- overtaken lease contracts increased revenues 2.2 times with improved payment collection
- Employed engineers completed licensing exam and IPMA certification
- Abilia's development projects in general have ROE above 20% per year
- TCO (total cost of ownership or LCC, life cycle costs) method was introduced in case of higher value purchase of equipment or vehicles
- Code of Business Practices was introduced, including prescribed procedures for investment projects and maintenance, maintenance standards for facilities in tourism, monitoring of KPIs for maintenance and energy efficiency per square meter, per overnight stay, percentage in revenue, percentage in asset value
- We insist on engineering value and benchmarking of key building parts by comparison with competitors, actual requirements and overall expenses
- Procurement of fixed assets for Group companies
- **2008 – onwards, director of Adria Resorts d.o.o.** company which manages the portfolio including Maistra d.d. and Cromaris, the largest tourist and fishery companies in Croatia.
- A&M of Marimirna d.d., Cenmara d.d., Bisage Nit d.o.o. and Marikultura Istra d.o.o. in a new company Cromaris d.d.

- Restructuring of Cromaris, growth and development strategy, achieved growth of 200% in two years with the target of 500% growth in 6 years
- Outsourcing of maintenance from Maistra and Rovinjturist without layoffs of about 120 employees (and respective severance pay) and sale of three companies and cost saving of about 30% 2008-2010.

**Key achievements** – I would point out the following:

- Management of Adris Group investment portfolio in the value of over HRK 2.5 billion in 6 years (factories, hotels, apartments, acquisitions).
- Management of Interbrew investments in Central Europe and construction or reconstruction of brewery in Prague, Ploestiu, Grude, Nikšić, Zagreb and other budgets of over EUR 150 million.
- M&A, restructuring, improving performance of four companies for fish breed and processing -200% growths rate in 3 years (Cromaris d.d.)
- Designing strategy and management of facility management (real estate) management – Abilia d.o.o.
- Basic design, managing construction, organization and production of new brewery in Grude.

### **Published articles**

Academic and expert articles:

- Ammonia as new-old refrigerant in cooling plants (co-author)
- Properties 1,01 – software for automatic calculations of refrigeration processes (co-author)
- Steam plants without supervision – TRD norms
- Computer aided design construction
- Visual Basic – perfect programming tool
- Managing complex investment portfolio in large expanding company; Adris example

### **Book reviews**

I reviewed the following professional books:

1. Quatro pro 3.0
2. Excel 5
3. Auto Cad r12
4. Access 95
5. Visual Basic 3.0

### **Other:**

In PLIVA I registered 3 patents (sampling valve, two patents in the area of energy saving in production).

In Interbrew I authorized four documents on best practice which were applied on over 97 breweries in the world: cooling systems, bottle transporters, trap filters and energy saving. Also, in 2002-2003 I initiated and managed EFFORT team engaged in process optimisation and savings – energy efficiency (breweries have high energy costs). In 7 breweries in Central Europe costs were decreased by 3% with improved ROI.

As mobilised member of police force I was awarded a War Veteran (1990-1991) reward (Spomenica), also, I was prisoner of war from 12 September 1990 to 3 March 1991, so now I have 40% invalidity.

**Mobility:**

I travelled extensively, about 150-200 overnight stays a year, when I managed Interbrew projects in Europe in the period from 1998 – 2004 (G. Britain, Germany, Belgium, Czech Republic, Montenegro, Bulgaria, Romania. Even today I travel frequently but around 30-50 days in a year and I prefer it on that level.

**Additional training:**

- Project Management – American Management Association (1996)
- Examination of vocational ability
- Leadership Advantage – Dale Carnegie (200)
- IAS - International Accounting Standards
- Communication Skills
- Karras negotiation training
- Strategy design
- a series of trainings on legal and professional issues about recent laws, regulations and technologies.

**Languages**

- Croatian – mother tongue
- English – almost as mother tongue (7 years international experience – work for Interbrew where communication is exclusively in English)
- German – second level certificate

**Sport**

As a kid I played football for TPK and Dinamo, judo in the age from 10 – 14, karate from 10 – 25. Today I regularly jog on longer routes and during the season I dive, spear fish, and in winter I go skiing.

**Marital status**

I am married with Patricija, we have three children Klara (13), Andrea (5) and Josip (2).

Damir Vandelić