

Curriculum Vitae



1. Family name: Grzybowski
2. First names: Witold Andrzej
3. Date of birth: 5th November 1953
4. Nationality: Polish / British
5. Education:

Institution [Date from – Date to]	Degree(s) or Diploma(s) obtained:
Silesian University, Katowice Poland 01.10.1972-31.03.1987	Master Bachelor of Arts Majors: Language philology, Economy
Henley Further Education Centre, Henley, UK 09.1987-12.1987	N/a Advanced Consumer Marketing Course
Philips Corporate Centre, Venlo, Netherlands 02.1989-03.1989	N/a International Marketing Internal Course
Cranfield School of Management, Cranfield, UK 01.09.1991-30.09.1991	Certificate of attendance Advanced Marketing Course (Marketing III)

6. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Polish (Mother tongue)	1	1	1
English	1	1	1
Russian	1	1	2
German	4	3	5

7. Membership of professional bodies:

- The British Polish Chamber of Commerce: co-founder and member (London-Warsaw)
- International Business Club (Moscow –Warsaw)

8. Other skills: (e.g. Computer literacy, etc.)

- Purpose driven organisational ability
- Project management ability
- Personnel recruitment skills
- Motivated self-starter
- strong analytic skills
- PC skills

9. Present position:

Partner with DGD (Lower Silesian Advisory Group), Wrocław, Poland
and privileged service provider to Ecorys Polska Sp. Z o.o., Warsaw, Poland

10. Years with the firm: 9 (since 01.10.2000)

11. Key qualifications: (Relevant to the sub-sector above)

- Corporate and project management functions in the U.K. , Russia and Poland;
- EU project management experience in the UK, Russia and Poland;
- Sectoral policy advice and co-ordination and regional development project experience;
- Economic and financial analysis experience;
- Practical institution building skills acquired by co-funding and co-managing of The British-Polish Chamber of Commerce in London;
- Setting up SME Agency network in Ural Region of Russian Federation (Tacis);
- Managing part of EU Tacis Regional Development Program and local Russian government; programmes in steel sector and institution building initiatives;
- Private client sector related projects in steel, renewable energy and infrastructure sector;
- Co-ordination of an advisory process in introduction of Public Private Partnership for Polish government institutions;

12. Professional experience:

Date from-to	Location	Company	Position	Description
2010	Jastrzebie-Zdroj	Municipal authority	Independent expert	Project implementation assessment and preparation of concession agreement as the result of negotiations carried out by municipal authority with potential investor for municipal incineration plant (value € 120 m). current
2010	Bielsko-Biala	Municipal authority	Independent expert	Assessing possibility and implementation method for construction, financing and management for 4 multilevel municipal parking lot investments. The task involves financial and technical analysis. (estimated value € 60 m). current
2010	Tarnow	Municipal authority	Independent expert	Project implementation method analysis for construction of New municipal Office buildings connected with revitalisation of existing building. Defining and recommending practical solution and financially sound (value € 11 m).
2010	Zabrze	Municipal authority	Independent expert	Advisory services on Project structure design for a major revitalisation of post industrial coal-mine „Guido” using PPP formula and recruiting private partner (value € 3 m).
2010	Warsaw	Ministry of regional Development	Independent expert	PPP project documentation assessment on municipal incineration plant for Silesia Region (value € 400 m). Audit of project feasibility in implementation on the concession basis with EU funding. current
2009	Ostrow Wielkopolski	Veolia	Independent expert	Analysis of implementation possibilities for communal waste sorting plant for Ostrow Wielkopolski . Investment estimated value PLN 50
2009	Legnica	Air Logistic	Independent expert	Advisory services to investor on cooperation with public authority.
2009	Chelm	Municipal authority	Independent expert	Advisory services for 2 undertakings: „Winter Sports Center in Chelm” and „water Sports Centre in Chelm” – revitalization of existing outdoor facilities”. Implementation variant analysis including concession variant , ppp variant. Risk analysis , procurement documentation preparation. Investment joint value PLN 26 m.
2009	Skopje	US AID	Independent expert	Introduction of pilot PPP projects for the regional and municipal government in Skopje, Macedonia within the framework of US AID Programme.
2008	Berlin	Polish Embassy	Independent expert	Commentary to the latest Polish Act on public-private partnership for publishing in Germany.
2008	Szczecin	Municipal authority	Independent expert	Municipal Incineration plant for communal solid waste. Search for the best ppp solution. Current project value € 150 m.
2008	Bytom	Municipal authority	Independent expert	Exploration and preparation of ppp feasibility for implementation of railway link between Pyrzowice Airport and Bytom (possibilities of partial ppp solution). Investment value € 300 m. Current project.
2008	Katowice	Municipal authority	Independent expert	Preparation of pre feasibility study analysing financial and legal possibilities for implementation of public-private partnership in design, construction finance of The National Philharmonic Orchestra of Polish Radio in Katowice. Investment value € 60 m.
2008	Zabrze	Municipal authority	Independent expert	Preparation of pre feasibility study analysing financial and legal possibilities for implementation of public-private partnership in design, construction finance and maintenance of Zabrze multimodal transport hub, complete with multilevel parking and commercial space. Investment value € 130 m. PPP formula.
2008	Warsaw	Ministry of Economy	Independent expert	Preparation of expertise on public-private enterprise accounts reporting format under IAS within “IFRIC12” proposed reporting format. The expertise will assist in ascertaining Polish government position with regards to the reporting standard proposed by the EC.
2007	Jelenia Gora	AlphaKat	Independent expert	Renewable energy sector. Preparation and conclusion of a cooperation agreements and financial engineering for a plant processing communal waste into synthetic diesel. Investment value €4 m.

Date from-to	Location	Company	Position	Description
2007	Lidzbark	Regional authority Lidzbark Warminski	Independent expert	Financial feasibility analysis for thermal water based aqua park with spa and therapy functions. Financial engineering and public procurement documentation preparation. Investment value € 40 m.
2007	Katowice	Bonoil Ltd	Independent expert	Renewable energy sector. Bioesther factory investment process assistance until issue of the building permit. Investment preliminary phase was completed in September 2007. Permit issued. Investment value €30 m.
2006	Warsaw	Ministry of Economy	Independent expert	Technical Assistance to the ministry of Economy and Ministry of Finance: preparing PFI guidance for regional government (commissioned by the Ministry of Economy). Consulting Ministry and drafting 3 decrees enabling Polish law on Public-Private Partnership. Assignment includes representing Ministry of Economy at meetings with World Bank and Partnerships UK in London and Poland, writing opinions and explaining implementation of articles contained in the decrees under preparation.
2004-2005	Gdańsk - Sopot	DGD	Task Leader	Feasibility study and market analysis for infrastructure project "Multifunctional Arena" for Gdansk and Sopot, Poland, seating 15.000 people. Investment value eur 250 m. Study includes proposed transport solution and market analysis. Proposed finance includes EU structural funds and local grant. Innovative forms of PPP will be used in procuring heat and cold system, security equipment and service and audiovisual equipment for the arena.
2005	Jelenia Gora	DGD	Senior Expert	Pre-feasibility study for thermal water based aquapark and rehabilitation centre in Jelenia Gora, Poland. Project includes separate proposal for financial engineering based on PPP and alternative based on traditional public procurement.
2000-2004	Warsaw, Poland	Ecorys Polska Sp. Z o.o.	Project coordinator	Coordinating PHARE (EBRD funded project Eur 1,5 m) introducing Public-private Partnership concept within selected ministries of the Polish government and supporting Warsaw municipality in implementation of PPP funded infrastructure investment projects. Participating in preparatory work and evaluation of sectoral projects including business development strategies and market studies. Building national institutional framework for managing of public private partnership projects (including Polish PPP law draft, passed by the Polish Parliament in September 2005). In addition responsible for initiating regional project acquisitions and related activities – including research projects for the EU Commission within the scope and with the support of Ecorys Group Office in Warsaw. Position involves organising and hands-on project management, co-ordination, resource acquisition, and co-ordination with Ecorys Netherlands, Ecotec Birmingham and other companies within the group.
1998-2000	Moscow, Russian Federation	Tacis Steel Sector	Project Manager	Project manager for "Tacis" EU Commission steel sector framework project carried out in RF by the Ecorys (formerly: Netherlands Economic Institute) led consortium, in the context of the implementation of the EU and RF Steel and Coal International Agreement. Position involves organising and managing activities carried out by 3 main project teams and co-ordination with European Commission and 3 Russian ministries. Work with private Russian metallurgical companies, SME type of distribution companies, aiming at influencing trade policy, employment policy by the Russian federal government and private sector entities. Project was evaluated by The EU Commission as very successful. Budget Euro 3 m. Staff 50 people - European and Russian experts.
1997-1998	Yaroslavl, Central Russia	Tacis project SMRUS9503	Resident Senior Expert	Managing EU Programme "TACIS" on regional development, social-economic planning and activating human resources in Central Russia. Appointment involved advisory function to the regional government of Yaroslavl Province, supporting local NGO's engaged in development of human resources and consulting local employers taking part in the project. The appointment involved implementing initiatives for improved employability, stimulating entrepreneurship, organising and implementing properly matched training and advice, also broader cooperation for economic growth and social stability. Organisation and management methods were relevant to this appointment. Extensive work with regulatory bodies and co-ordination with newly formed social partners was also part of the assignment. Project achieved its goals. Project budget: Euro 2 m. Staff 36 people.

Date from-to	Location	Company	Position	Description
1995-1997	Urals, Western Siberia and Central Russia	TACIS (Program No 9302 and 9305)	Management and Marketing Expert / Project leader	Setting up and ensuring sustainability for the network of 5 SME Support Agencies. Organising SME management consulting and specific project work with local agencies, as well as private and government institutions and local administration departments in setting up foundations for the new business institutional infrastructure. Conducting seminars. Leading TACIS (Program No 9305) for The City Administration in Ekaterinburg, coordinating work of other existing government founded SME agencies in the region. Project Budget Euro 2m. Staff 20 people.
April-May 1995	Poland (Swarzedz)	British Petroleum, Gas Division, Swarzedz, Poland	Management Consultant for Human Resource Adaptation	Post-acquisition, transformation of the Polish based liquid gas Company to the BP standards in the context of ownership and business culture change. Work involved individual staff counseling prior to the organisation change. Preparation of the new company organisation scheme and introduction of BP managerial process, also change of the company brand. Advising employees committee. Project Value: Stg 4m. Staff : management 18 people.
1992-1995	UK and Poland	Polonez Associates (business partnership)	Senior Partner	Introduction British and foreign companies in the Polish market. Working together with the Polish Embassy in London and serving clients like: Sony Professional Tape, Carrier Air-conditioning Division, Royal Life Insurance and other companies dealing mainly with market research and competitive aspects of marketing and advertising for their products and services as well as finding local partners. This work led to co-funding with group of colleagues the British-Polish Chamber of Commerce in London.
1989-1992	UK, N. London	THORNEMI plc (Retail Division)	Marketing Manager White Goods and Appliances promoted to The New Business Manager	Responsible for the marketing (setting price and promotion) for the 240 UK based "Rumbelows" shops and Customer centers with annual turnover of £120 million. Reporting to the Managing Director. Also invited by the board of the Company to participate in the technology "Think-Tank". Achieved over 5% increase of the sale from the sq m. by introducing customer loyalty scheme for staff of a large British employers. Left the company after its relocation from London to Thealle.
1987-1989	UK	PYE Ltd (Member of The Philips Consumer Electronics Group)	Brand Marketing Director	Responsible for profitable growth of the sales in the distribution channels not conflicting with Philips Brand. Responsible for product sourcing, marketing, advertising, PR and market planning. Annual turnover £30 million. Reporting to Philips U.K. Chairman. Revived the brand and increased distribution without compromising profitability.
1984-1986	UK	PHILIPS CONSUMER ELECTRONICS	Trade Marketing Manager	Responsible for coordination of sales effort, liaising with clients and planning distribution channels performance. On behalf of Philips liaising with external consulting firms (McKinsley) and facilitating Philips restructure. Frequently participating in European planning and product sourcing meetings.
1982-1984	UK / Germany	GRUNDIG INTERNATIONAL Ltd	Planning Manager	Responsible for monitoring of the UK market development and planning manufacturing output and imports to the UK. This appointment began as a Planning Assistant position, but I was promoted and also participated in The British Radio and Television Manufacturers Association (BREMA) representing Grundig. Annual Turnover £ 27 million. Was involved in merger talks (on brands distribution) prior to Grundig-Philips merger.
1981-1982	Libya	Centre of Engineering Supplies Ltd	Commercial Officer	Responsible for delivery, technical service and flying training for 50 training helicopters
1977-1980	Katowice, Poland	METALEXPORT Ltd	Buyer, import department.	Responsible for preparation and implementation of contracts for the import of machine tools on behalf of the Polish national industry. Frequently traveling abroad. (This appointment was interrupted by my army service in 1978).
1978-1979	Egypt	United Nations Emergency Force	Ismailia HQ Medical procurement Officer & Interpreter	Responsible for medical supplies and organizing emergency medical evacuations of military and civilian UN personnel.
July-December 1977	Poland	Dziennik Zachodni daily paper	Junior Journalist	Responsible for obtaining and preparing information about science, industry and technology.

13. Publications

- Communal Finance 7-8, 2004; 8-9 2005 “Implementation of Private Public Partnership in Poland”
- Health Management 2/2004 ; “PPP and Development of Public Service in Poland”.
- Communal Review 1/2005; “PPP – Regulatory function of the European Commission”.

14. Other relevant information: (e.g.,)

Web site: www.partnerstwopublicznoprywatne.info

15. Geographic Experience:

Great Britain, Russia, Poland, Germany, North Africa: Egypt and Libya.

Other Interests:

Travel, diving, skiing, golf.

Decorations, honors: United Nations Medal in the Service of Peace.