

# Resume | Curriculum Vitae

Name	Stein Inge Liasjø
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<b>Summary</b>	<b>Experienced, international leader with excellent skills in communication, strategy, leadership and business</b>	
Language skills	Norwegian	Mother tongue
	English	Fluent

## 1. Higher education

2000-2001	Norwegian School of Management	Knowledge management
<b>1991-1996</b>		<b>Cand. Mag. in finance/media science (5 years)</b>
1996	University of Oslo	Communication/Intermediate level subject
1995	University of Oslo	Media science/basic level subject
1994	University of Trondheim	Examen philosophicum
1993-1994	Trondheim Business School	Finance
1991-1993	Trondheim Business School	Business and administration

## 2. Board experience

2021-	Director/Chairman	Multiple board positions in Bewi companies
2020-2021	Director	REN Røros AS, Group BOD
2014-	Chairman	BIEK AS
2015-2016	Director	ITNor AS
2011-2014	Chairman	Aker Subsea (Shenzhen) Co., Ltd Aker E&T (Shanghai) Co., Ltd
2011-2013	Director	Norwegian Business Association Beijing

### 3. Work experience

<b>2024 October -</b>	<b>Chief strategy officer</b>	<b>BEWI</b>
Responsibilities	<ul style="list-style-type: none"> <li>• Head of strategic functions in Bewi and part of executive management team</li> <li>• Strategy and M&amp;A</li> <li>• Human resources</li> <li>• Sustainability</li> <li>• Communications</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>• Successfully established the strategic functions unit</li> <li>• Merged Raw with Unipol (closing pending)</li> <li>• Merged traded packaging with Stok (closing pending)</li> </ul>	
<b>2022 - 2024</b>	<b>EVP Packaging &amp; Components</b>	<b>BEWI</b>
Responsibilities	<ul style="list-style-type: none"> <li>• Head of Bewi's packaging and components division</li> <li>• 1000+ employees</li> <li>• 28 production facilities in 7 countries</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>• 350 million+ revenue, EUR 50 million+ EBITDA</li> </ul>	
<b>2021 - 2022</b>	<b>MD Norway</b>	<b>BEWI</b>
Responsibilities	<ul style="list-style-type: none"> <li>• Head of packaging and insulation in Norway</li> <li>• 16 locations, approximately 300 employees</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>• Succeeded in establishing one business unit in Norway, combining EPS packaging, insulation and trading into one team</li> </ul>	

<b>2019 June – 2021 January</b>	<b>Vice President</b>	<b>Aker Solutions</b>
Responsibilities	<ul style="list-style-type: none"> <li>• Head of engineering and project management (EPM) resources Mid-Norway</li> <li>• Head of Brownfield project leadership pool</li> <li>• Location manager Trondheim</li> <li>• Location manager Kristiansund</li> <li>• Location manager Sandnessjøen</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>• Succeeded in building a common and healthy culture in Mid-Norway bridging basis and project leadership, locations and cultures</li> <li>• High employee engagement in 400 man strong engineering organisation</li> <li>• Valued contributor in EPM, Brownfield and Communications functions</li> </ul>	

<b>2016 Apr – 2019 June</b>	<b>Senior vice president</b>	<b>Enova SF</b>
Responsibilities	<ul style="list-style-type: none"> <li>• Head of strategy, analysis/insight and communication in Enova SF</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>• Leader of three departments in Enova, strategy/business development, analysis/insight and communications departments. Excellent results, high exposure towards the board of directors, the ministry and strategic partners both in Norway and internationally.</li> </ul>	

<b>2015 - 2016</b>	<b>Vice President</b>	<b>Aker Solutions</b>
Responsibilities	<ul style="list-style-type: none"> <li>• Head of tendering activity within MMO business in Aker Solutions</li> <li>• Tender cost approx. NOK 50 million annually</li> <li>• Tender value approx. NOK 50 billion</li> </ul>	

Achievements	<ul style="list-style-type: none"> <li>Delivered excellent tender execution in period of record high tender activity</li> <li>High success rate in tender wins</li> </ul>	
<b>2014 - 2015</b>	<b>Vice President</b>	<b>Aker Solutions/MHWirth</b>
Responsibilities	<ul style="list-style-type: none"> <li>Special advisor China for MHWirth, a company demerged from Aker Solutions</li> <li>Paternity leave</li> </ul>	
<b>2011-2014</b>	<b>President &amp; country manager</b>	<b>Aker Solutions China</b>
Responsibilities	<ul style="list-style-type: none"> <li>Develop Aker Solutions China to fulfil the role of China country management organization for Aker Solutions</li> <li>Develop, streamline and safeguard drilling technologies operations in China</li> <li>Run Aker Solutions China with excellent and predictable results - both financially, organizationally and with respect to HSE and quality</li> <li>Develop and implement Aker Solutions' strategy for China</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>Successfully rebuilt Aker Solutions' presence in China following the spin-off of businesses to Jacobs Engineering and Kvaerner</li> <li>Running operational company in Shanghai, Beijing, Shenzhen and Yichang</li> <li>Steady business operation, no surprises wrt finance, HSE or quality</li> <li>Successfully demerged Kvaerner</li> <li>Recruited new and retained key people</li> <li>Excellent people survey results, with total score of 6.31 at a scale from 1-7</li> <li>In-country project support with very good feedback from projects</li> <li>Rated as "Turn potential 1 – ready to take on jobs at the next level in short term" by line manager</li> </ul>	
<b>2010-2011</b>	<b>Vice President</b>	<b>Aker Solutions China</b>
Responsibilities	<ul style="list-style-type: none"> <li>Build EDS (business area) presence in China from scratch</li> <li>Responsibility in APAC region related to HR and finance</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>Successfully changed dormant entity to a fully operational company, ready to continue operations after the sales of our P&amp;C business area</li> </ul>	
<b>2007-2010</b>	<b>CFO   Vice President Finance</b>	<b>Aker Engineering &amp; Technology AS</b>
Responsibilities	<ul style="list-style-type: none"> <li>"Perfect" reporting, Monthly, quarterly and annual reporting of actuals, quarterly forecasts, statutory accounts, including tax, budget process</li> <li>Successful financial development of EDS (business area). Secure the commercial strategy for the company and succeed in commercialising at least one product/technology</li> <li>Lead the finance department, company secretary for the board of directors, "chief of staff" with regards to business administration issues, office allocation, Aker Business Services interface etc. Part of finance network</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>No 1 EBITDA margin improvers from 2007 to 2008 in Aker Solutions</li> <li>No 3 of top EBITDA performers in 2008 in Aker Solutions</li> <li>Excellent scores on performance reviews and people surveys</li> </ul>	
<b>2006-2007</b>	<b>Vice president Communications</b>	<b>Aker Kvaerner's EDS business area</b>
Responsibilities	<ul style="list-style-type: none"> <li>Overall responsibility for internal and external communication in the Field development business area (later Energy Development &amp; Services, EDS)</li> <li>Most demanding task was tackling bribery accusations towards the company from numerous media – both Norwegian and international as well as tackling the media relations part of the airplane accident at Stord with four fatalities.</li> <li>Most interesting tasks were proactive media relations with regards to Moscow raid, Aker H-6e rig mating operation at Stord etc.</li> </ul>	
Achievements	<ul style="list-style-type: none"> <li>Improved image of Aker Kvaerner through numerous media articles</li> <li>Contributed to good decision making by the EVP and the management team through advisory role</li> </ul>	

	<ul style="list-style-type: none"> <li>Improved internal communication</li> <li>No compliance glitches with regards to stock sensitive information</li> <li>Participating in establishing corporate responsibility strategy and policies</li> </ul>
<b>2004-2005</b>	<b>Vice President Group Comms   Aker Kvaerner</b>
Responsibilities	<ul style="list-style-type: none"> <li>50/50 split job corporate and Field Development (business area). Many of the same tasks as listed above. More focus on internal communication in corporate role. Communication responsibility for several internal projects.</li> </ul>
Achievements	<ul style="list-style-type: none"> <li>Improved internal communication. Limited “noise” regarding internal reorganization projects. Improved image of Aker Kvaerner externally.</li> </ul>

<b>2003-2004</b>	<b>Communications consultant   Wara Consulting</b>
Responsibilities	<ul style="list-style-type: none"> <li>Communication consultant in own consultancy company focusing on strategy, proactive media relations, brand building, marketing communication etc. for several clients of different size and complexity</li> </ul>
Achievements	<ul style="list-style-type: none"> <li>Repeat business</li> <li>Excellent media coverage</li> </ul>

<b>1998-2003</b>	<b>Communications Director   Sparebanken NOR/Gjensidige NOR</b>
Responsibilities	<ul style="list-style-type: none"> <li>Responsible for external and internal communication for one of the main areas in Gjensidige NOR</li> <li>Responsible for marketing communication and communication for three companies. Included editor responsibility for magazines, distributor info, and internet content as well as internal and external communication responsibility for the companies</li> <li>Annual reports, internal newspaper, internal information, media relations</li> </ul>
Achievements	<ul style="list-style-type: none"> <li>Established programme for improving the performance culture, positive media coverage, successful communication wrt conversion from mutual company to stock company</li> <li>Developed new and revised communication concept for mutual funds, life insurance and savings, positive media coverage</li> <li>Was promoted from Advisor to Director within first three years</li> </ul>

<b>1997-1998</b>	<b>Advisor/journalist   Dine Penger (magazine)</b>
Responsibilities	<ul style="list-style-type: none"> <li>Writing articles to magazine and Internet as well as giving personalised financial advice.</li> </ul>
Achievements	<ul style="list-style-type: none"> <li>Published articles in print and online</li> </ul>

#### 4. Selected internal courses:

2009-2010	Expanding your leadership	Aker Solutions’ talent programme
2007	Commercial awareness	IMD   Switzerland

## Personal skills/characteristics

<b>Strategy oriented</b>	I'm always looking for the bigger picture, putting things in in context and perspective
<b>High integrity</b>	People trust me, I carefully consider integrity issues in all aspects of business life, I walk the talk, I'm honest
<b>Delivering results</b>	I hate not delivering up to standards, and I very seldom disappoint in my deliveries
<b>Excellent communications skills</b>	I'm good at extracting the essence of complex issues and find and communicate the red thread
<b>Drive, passion for business</b>	When I set my mind to things, I continue to push for the goal. I have good capacity and get up early in the morning.
<b>Inspiring</b>	People get on board with my ideas and projects. I am able to create a common drive for the big "why's" of an organisation
<b>Calm under pressure</b>	I have a clear head in stressed situations and execution capabilities. I'm a well-balanced person
<b>Diplomatic</b>	People consider me very diplomatic, I'm always trying to find the smart way of doing things
<b>Caring</b>	I truly care about people around me, both my colleagues, my friends and of course my family
<b>Generally good mood</b>	I'm an easy-going person, generally in a good mood

