

PERSONAL DATA

Name: Kaare Nordbø
Date of birth: 26.06.1964 in Førde, Norway
Address: ul. Szarotki 20/21-3, 71-604 Szczecin, Poland
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E-mail: kaare@nordbo.pl
Civil Status: Married, three children (9, 5 and 2 years)



JOB HISTORY

7/2000 – present Nordbo Enterprises Sp. z o.o., Szczecin, Poland (www.nordbo.pl)
Owner

Nordbo Enterprises Sp. z o.o. is 100% owned by myself, and was established in 2000 in order to offer management consulting services and to explore new business opportunities. The main activities of the company has been:

- Management consulting services to Norwegian companies operating in Poland and Germany
- Accounting services
- HR services through the subsidiary Segel Polska Sp. z o.o.
- Real estate development through the subsidiary Nordbo Real Estate Sp. z o.o.

2001 – present Segel Polska Sp. z o.o., Szczecin, Poland (www.segel.pl)

Segel Polska Sp. z o.o. employs currently 3 consultants, and offers the following HR services:

- Executive search
- Search & selection
- Interpersonal training
- Organisational consulting

The clients are international companies established in the Western Pomerania region.

2001 – present Nordbo Real Estate Sp. z o.o., Szczecin, Poland

In 2001, NRE became majority partner in an 55.000 m² industrial real estate development in Szczecin. The objective of this venture was to demolish the old factory buildings and sell off the land to new investors, a task that will be completed by 1st quarter 2010.

In addition NRE owns 4 flats that are rented out to tenants. Two of the flats are located in Szczecin in a 19th century building containing a total of 5 flats. The two other are located in lower Sopot in a new building containing a total of 4 flats. NREs long term objective is to acquire the remaining 5 flats in these 2 buildings, and completely renovate the one in Szczecin.

9/2006 – 9/2007 **Marina Systeme GmbH, Torgelow, Germany** (www.marinasysteme.de)
Managing Director (management for hire)

Client: Saferoad AS, Ørsta, Norway (www.saferoad.no)

Main tasks Acquisition and re-organisation of Marina Systeme, improve co-operation between Marina Systeme and Saferoad, increase production capacity, employ permanent managing director.

3/2003 – 7/2006 **Ørsta Pomerania Sp. z o.o., Szczecin, Poland** (www.orsta.pl)
Managing Director (management for hire)

Client: Saferoad AS, Ørsta, Norway

Main tasks: Establish a mechanical workshop with integral engineering and sales departments. Today the workshop is managed completely by local Polish management and has 40 employees with an output of 1.000 tons of steel constructions per year.

9/2001-8/2003 **Hydro Aluminium Sunndalsøra Upgrade, Siedlce, Poland**
Site Manager (management for hire)

Client: AF Gruppen ASA (www.afgruppen.no) and Reinertsen AS (www.reinertsen.no), both Norwegian general contractors.

Main tasks: Supervision of fabrication of appr. 6.000 tons of steel (contract value appr. 12 mill. EUR) constructions at Mostostal Siedlce. Progress analysis and reporting, quality control, troubleshooting connected with cultural and language barriers, commercial and technical negotiations.

8/1998 – 6/2000 **Euro-Odra Sp. z o.o., Świnoujście, Poland**
Managing Director

Employer: Odra Industries ASA, Oslo

Main tasks: Close down a fish processing plant employing 200 persons. Initial business plan of modernizing the old plant failed due to overnight changes in market conditions and underestimation of the time and costs needed for the turnaround process.

10/1994 – 7/1998	Embra Sp. z o.o., Szczecin/Gdańsk, Poland Managing Director
Employer	Selvaag-gruppen AS, Oslo, Norway (www.selvaag.no)
Main tasks	Acquisition, upgrading and operation of two separate Light Weight Aggregate (LECA) plants with total output of 300.000 m3. Setting up and manage a sales organization in Poland. Setting up a LECA block factory in Szczecin.
1/1990 – 7/1994	Selantic AS, Bergen, Norway (www.selantic.com) Technical Manager/Market Director
Main tasks	Management of engineering department, product development and technical support to sales departments. Later full market and product responsibility for the company's offshore safety products.
OTHER TASKS	Regional representative of Scandinavian-Polish Chamber of Commerce (www.spcc.pl)
STUDIES	1984-1989 Norwegian Technical University, Trondheim, Norway Master degree in Naval Architecture and Marine Engineering
MILITARY SERVICE	1983-1984 Under-officer Training School, Sessvoll/Steinkjer
EDUCATION	1980-1983 High School, Nordfjordeid
LANGUAGE SKILLS	Norwegian: mother tongue English: fluent Polish: good command German: good command
INTERESTS	Music, film, sports
