

# Kairat Itibaev

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Date of birth: 15.01.1982, Citizenship: Kyrgyz Republic



## Professional portfolio

- Attracting capital
- Leading talents
- Drafting policy documents
- Biz models & corporate governance
- Marketing of company values
- Managing projects via agile & scrum

## Education

- Berlin School of Economics and Law, *Master in Global Supply Chain and Operations Management*, 04/2017- 09/2018
- Czech University of Life Sciences– *PhD courses in Management & Economics*, 2008 – 2013
- Charles University in Prague, *Master in Public and Social Policy* 2004-2007.
- Kyrgyz National University, 5-year higher education *diploma with honor on Public Administration* 1999-2004

## Career summary

- Vice-president of the Tourism Support Development Fund of the Kyrgyz Republic OJSC, 04.2022-06.2023 [www.fundtourism.com](http://www.fundtourism.com) & [www.visitkyrgyz.com](http://www.visitkyrgyz.com)
  - *Tourism and investment promotion abroad, Marketing and PR on tourism, Designing and elaboration investment projects*
- Expert of the Kyrgyz Republic President's Administration 11.2021-03.2022
  - *SDGs policy elaboration and providing analytical, Working with the int'l partners on cooperation and development*
- President of the Chamber of the Non-Executive Directors of the KR (prof. union), [www.kned.kg](http://www.kned.kg)
  - *implementing objectives and tasks of the professional union, holding monthly based events and training courses, reporting to the Supervisory Board*
- Ex co-owner and Deputy Director on Development at the "Aerostan" Cargo Airline, 07.2014-03.2020
  - *Mapping strategic goals and discussion with partners, Preparation investment feasibility studies and holding negotiations with shareholders*
- Official representative of the HDT impex s.r.o. (Czech Rep.) [www.hdt.cz](http://www.hdt.cz) in Central Asia 03/2020 - present
  - *Negotiating and presenting smart solutions of company to potential clients, Preparing bids to the public-private partnership projects, Elaborating new investment teasers to the board of directors*
- Adviser of Head of the Secretary on Business Development and Investments Council under the Government of the Kyrgyz Republic, 10/2019 - present [www.investmentcouncil.kg](http://www.investmentcouncil.kg)
  - *Argigating and articulating issues of investors to the Secretariat of council, Holding discussion meeting with members of council regarding on investment climate, Preparing official position of council on hot topics related to the economic and investors' situation*
- Chairman of the Foreign Investors Association, 3/2014 - present
  - *Coordinating after-care services to the foreign investors: surveys & focus-groups, Consulting on organizational development in local market, Cooperating with the foreign diplomatic missions on FDI inward and investment promotion*
- Chairman of the Foreign entrepreneurs support committee under the Chamber of commerce and industry of the Kyrgyz Republic [www.cci.kg](http://www.cci.kg), 9/2008 - 12/2020
  - *Holding committee meetings with foreign entrepreneurs to identify problems and solutions*
  - *Drafting resolutions and sending to the Government to lobby amendments into legislation*
- Adviser to the Ministry of transport and roads of the Kyrgyz Republic on civil aviation development policy <http://mtc.gov.kg> 04/2015 – 03/2017

- *Drafting policy documents and consulting Minister on civil aviation industry, Holding meetings on stakeholders of industry and discussion on issues, Reporting results on monthly based staff meeting*
- Vice-president at the state-owned airline “Air Kyrgyzstan”, 08/2013 – 03/2014
  - *Implementing marketing strategy, Presenting investment projects of airline, including new flight routes, Communicating with investors and suppliers*
- Chairman & Founder of the “Kyrgyz open sky” public fund, 02/2013 – 02/2019
  - *Civil aviation staff training on ICAO recognized programs: CAA, Airport, Air Navigation, Airlines, Participating on public hearings on drafted new acts of civil aviation industry, Holding blog on civil aviation at the webpage, including PR campaigns*
- Civil Aviation Authority of the Kyrgyz Republic, 08/2012 – 08/2013, Strategic Adviser
  - *Launching website of CAA and disclosing data on regulation of civil aviation, Supporting weekly based staff meetings with representatives of civil aviation. Holding strategic sessions, Filing and reporting on the EU banned list issue to the decision makers*
- CEO of the Institute of management consultants, 08/2012-12/2012, www.imc.kg
  - *Proposing proposals and managing projects of EBRD, Coordinating front and back offices of the institute, Drafting strategic documents and proposing to the supervisory board*
- CEO of the Investment promotion center “Kyrgyz invest” public fund, 4/2009 - 01/2011
  - *Building proper image of country as a location for investing and trading: leaflets, website & teasers, Cooperating with the authorities, JICA volunteers, drafting on tech support with the CzechInvest IPA, Reporting to the supervisory board on activities and ongoing projects*
- Strategic adviser at the “iCap Investment” LLC, 6/2008-01/2011
  - *Leading marketing and sales of consulting services, Managing large-scale projects from \$10K cost, Negotiating with CEO of companies*
- Assistant of the Kyrgyz Honorary Consul in the Czech Republic, 03-07/2008
  - *Supporting on holding meetings Kyrgyz citizens and Czech entrepreneurs, Preparing visit of Honorary Consul to the Kyrgyz Republic and business forum in Prague, Assisting on reports to the Ambassador of the Kyrgyz Republic in Austria*
- Consultant on business process reengineering at the "El san", 08/2007 – 03/2008
  - *Mapping business process of client company based on IDEF0 notation, Identification bottlenecks and costs of processes, Reporting recommendations on processes improving based on “1C” software solutions*
- Telemarketing salesperson at the European tax refund company - Czech Republic 9/2006-2/2007
  - *Convincing former labor migrants (CEE countries) on refunding their taxes and insurances from the U.S. via telephone in English by nickname: Paul Martin*

### **Implemented projects**

- 04-07.11.2023 Business Plan for the creation and development hotel complex tourism in the national style “ROYAL GATE” in Ton district of Issyk-Kul region
  - *Marketing desk study*
  - *Practicum on green technologies deployment*
  - *Presentation*
- 05-11.2022 High school in Jalal-Abad city, Business consultant under the EBRD support
  - *Holding strategic sessions and training*
  - *Elaborating strategic plan of development*
  - *Elaborating business plan for expanding operations & architecture project*
- 04-10.2022 “Bayka” textile LLC in Osh city, Business consultant under the EBRD support
  - *Diagnostics of production line on site*
  - *Elaborating KAIZEN measures and deploying recommendations in the factory*
- 03-10.2021 Agro holding “RoLA Chabrec, Project Manager and Director on Supply Chains
  - *Holding feasibility studies, business plan and investment teasers in Russian and English*
  - *Presenting to the EBRD office on project and to the Middle East investors*
  - *Coordinating supply chains management, trading, marketing and partially HR*

- 12/2020-03/2021 Civil Aviation Authority of the Kyrgyz Republic, Strategic Adviser
  - *Elaborating policy documents: concepts, strategy, action plans*
  - *Developing Institutional capacity: organizational analysis, staff training (Ministry CAA) & PR*
  - *Cooperating with the civil aviation organizations: ICAO, IATA and EASA on banned list*
- 09-11.2020 Medical clinic “EOS plus”, Business case study
  - *Strategic session with shareholders to draft business model*
  - *Marketing research on surgery services with forecasting for upcoming 10 years*
  - *Operations management modeling with needed equipment and building for the new clinic*
  - *Financial planning for 10 years with risk analysis prepared to the investors and creditors*
- 08.2020 Master plan on development of Sokuluk district, Chuy valley of the Kyrgyz Republic
  - *Community planning with the local stakeholders and candidate to the national parliament*
  - *Presenting a master plan to the inhabitants of Sokuluk district, Chui oblast.*
  - *Correcting and approving the master plan by the client*
- 08-12.2020 Law firm “AIM partners”, Strategic plan of development
  - *Strategic session with the owners of firm to identify business model and strategy*
  - *Introducing SCRUM project management and KANBAN desk technique on daily operations of lawyers*
  - *Financial management improvement to acquire own office*
- 09-12.2020, “Dasmia” group of firms, Consultant on development
  - *Building b2b sale department based on sales & operations planning and KANBAN desk*
  - *Training staff on KAIZEN, business planning, marketing, sales and financial planning*
  - *Consulting on strategic alliance building and optimization of business processes*
- 03-07.2020 “Alaiku Organics” Development manager - consultant,
  - *Supply chain, logistics and operations management analysis*
  - *Launched website [www.alaiku.com](http://www.alaiku.com)*
  - *Consulting on starting up R & D dept in Bishkek*
- 09-11.2019 “Free Economic Zone Bishkek” Strategic development plan
  - *Desk research, meeting with stakeholders and interview management*
  - *Report on research and strategy of development and prepared presentation*
  - *Prepared letter on FEZ Bishkek development to the President of the Kyrgyz Republic*
- 10.2014 - 09.2020, “Aerostan” ownership transfer and launching website
  - *Investment project elaboration, held negotiations with investors and ownership transfer, logo and website launched, recruiting crew and registration fleet at the CAA*
- 07-09.2019 “Capital bank of Central Asia, Business training on models to the 185 employees
  - *Organizational diagnostics, business process analysis, product analysis and training staff on marketing strategy and service standards based on Agile culture and SCRUM project management on new baking services development*
- 11.2018–07.2019, Logistics Excellence Center in Central Asia, Strategic Adviser and Trainer
  - *Held TOT training for the university teachers of Bishkek and certified them by the international foundation Kuhne.*
- 08-10.2019 - GIZ project on facilitation in improving procedures of e-commerce in Central Asia: National Consultant
  - *Data collected and analyzed from the stakeholders on e-commerce and parcel traffic*
  - *Working with colleagues and expert of Central Asian countries via Microsoft team*
  - *Held regional conference in Almaty where presented report on research*
- 06.2014–07.2015 Prime-Minister Consultant on FDI and Civil Aviation Development (UNDP capacity building contract)
  - *Drafted 5 legislation documents and 4 of them adopted by the parliament and government*
- 02.2013–08.2013 International Business Council, “Analysis and recommendations on investment climate of the Kyrgyz Republic” - Expert.
  - *Held weekly expert meeting with lawyers and economists on analyzing investment climate, elaborated proposals on what kind of act should be amended to improve business environment to attract FDI*
- 08.2013, UNDP: “Free Economic Zone Leilek”, Expert
  - *Field trip research and interview stakeholders in Batken, presented report to the FEZ administration*

- 05.2009-12.2010 Value Added Chains Analysis for UNDP, FAO UN, EU Commission and ADB, expert (business plans for cooperatives, souvenirs store, training of target groups) in regions of the Kyrgyz Republic and Republic of Tajikistan
  - *Field trip and desk research in rural areas on value chain analysis (VCA) on potato, dried apricot, handicraft, jams, greenhouse and rice products alongside chains.*
  - *Reported and elaborated guideline on VCA*

### Teaching in universities

- Lecturer at the International University in Central Asia [www.iuca.kg](http://www.iuca.kg) and the International Ala-Too International University [www.iaau.edu.kg](http://www.iaau.edu.kg)
  - *Courses on Logistics and leadership in English*
- Lecturer at the American University of Central Asia [www.auca.kg](http://www.auca.kg) 10/2014 – 05/2016.
  - *Elective course on E-commerce*
- Supervisor for students of mini-MBA program at the “Kyrgyz-Japan center for human development” [www.krjc.kg](http://www.krjc.kg): 02/2013–12/2015
  - *Consulting on business - planning and business modeling*

### Core skills

- Holding market researches and value chain analysis
- Optimizing supply chain, logistics and operations management
- Designing business models and conducting feasibility studies (business plans)
- Managing projects on product development based on SCRUM & KANBAN
- **Mapping business processes and drafting corporate policy documents**
- Preparing presentations and holding corporate negotiations
- Designing websites
- Drafting public policy documents related to business environment enhancement
- *English, Czech (fluent), Russian, Kyrgyz (native), German and Turkish (intermediate)*

### Supplementary education

- School of Future Elite, Higher Education Support Program of Soros foundation, 2002-2004, Certificate
- Training for SME CEOs by German Program CEFE, 2009, Certificate
- Civil Aviation Policy for CEOs, Seoul, Republic of Korea, 2013, Certificate
- Course on Japan Kaizen Management by JICA, PREX and KRJC, 2015. Certificates
- Training on Preparation of the Nat'l Pavilion for the Int'l Trade Fairs, Germany, 2016
- Public-Private Partnership, ESCAP, 2016, Certificate
- Seminars on Logistics and Supply Chain Management by Kuehne Foundation & GTS, 2016-18, Certificates.

### Academic publications

- Digitalisation for the success of business. *Vizitka Osh.*, 10/2019
- Digital Transformation of Business Models as a Growth Factor on Eurasian market \ \ Herald of the Kyrgyz-Russian Slavonic Uni, 2018
- Value Chain Analysis: Approaches and Research Methods \ \ Herald of the Kyrgyz National Uni, 2011
- *Re-engineering of Business Processes to Improve Management* \ \ Herald of the Academy of Public Administration under the President of the Kyrgyz Republic, #12, 2011
- Quasi-state Investment Promotion Agency as a Tool to Attract FDI \ \ Herald of the Kyrgyz National Uni, Kyrgyz-China Institute, # 6, Issue 1. 2009,
- Investment Promotion Agency as a Tool to Attract FDI into the Kyrgyz Republic \ \ “Investment Now” journal, 2010

### Hobby

- Judo, member of VfL Zehlendorf e.V. <http://www.vfl-zehlendorf.de>
- Iaido, member of Iaido federation <http://iaido.kg>