



Robert Uberman PhD, MBA

Expert in natural resources strategy, finance and R&D located in Kraków, Poland.

Executive Director and Board Member of the Polish Association of Mineral Asset Valuers (15 yrs) and active mineral resources management consultant.

- Valuation of numerous Mineral Assets based on provisions of the POLVAL Code, for various purposes: private sales, corporate transactions or recognition in accounts with total value of more than 1 billion PLN.
- Development of business plans and feasibility studies for mining projects.
- Managing research and development projects in natural resources.

Strategy & Development Director, Orlen Oil, PKN ORLEN Group (5yrs).

- Strategy planning, including financial component – revenues increased from 500 mo. PLN to 2 000 mo. PLN.
- Implementation of motivation systems based on KPIs and MBO.
- Product and brand management, including development of new technologies and products.
- Long-term cooperation programs (with the global oil majors) – total value of 500 mo PLN.
- Project management, incl. M&A.

Financial and/or Controlling Director, Orlen Oil, PKN ORLEN Group, Netia Telecom, Tymbark (fruit juices) (11 yrs).

- Planning and reporting systems (long-term, annual and monthly plans, managerial control systems covering all key business processes).
- Financial accounting and reporting.
- Procurement process.
- M&As.