

Jens Thieme

Director, Head of Global Program Management Custom Manufacturing

jens@thie.me

Summary

Non-Profits: Member of the Board of Directors of SCIP (the Strategic and Competitive Intelligence Professionals Association) 2009-2011 / Past Board Member of the Swiss Competitive Intelligence Association (SCIA) 2007-2010 / Chairing the 2011 European SCIP Summit Vienna, November.

Career: Global conceptual and strategic lead in developing and establishing/leading B2B functional areas such as global E-Business, Market & Competitive Intelligence office and custom manufacturing Contract Management in the Biotechnology, Pharmaceuticals, Life Science, Specialty Chemicals Industries.

Core business process design and deployment, project and product management executive.

Also broad experience in commercial leadership spanning from Account Management, Contract Management, regional leadership roles in Market Development & Market Research (both during 5-year management assignment in the U.S.) in the textiles industry (as the world's leading specialty chemicals supplier).

Substantial global leadership experience in all past roles, including in e-commerce solutions and electronic communications both in the business field and at a corporate level.

Specialties

Business Processes, Program Management, Strategic Marketing Planning, Market & Competitive Intelligence, Change Management, Contract Management, Marketing & Sales Best Practice & Processes, Intelligence Vendor Management, Primary / Secondary Research, Corporate Intelligence Processes, Market Development, Industry Research, Business Processes, Competitive Analysis, Sales, Corporate Communications, Online Marketing, New Business Development, E-Business B2B, Marketing Communications.

Experience

Director, Head of Global Program Management Custom Manufacturing at Lonza

September 2010 - Present (9 months)

- Lead and develop global team of (15) project managers and contract managers for all business teams (late phase, early phase, conjugates and peptides); manage global program budget (#mio)
- Develop and implement "World Class PM" initiative to offer the best Program Management to the Pharma industry's outsourcing needs

- Design, integrate and own the core business processes to succeed in all customer projects (value ###mio)
- Be accountable for consistent execution of the program management processes across all BU teams
- BU champion of LPS (Lonza Promoter Score) customer intimacy and improvement program
- Member of the BU leadership team

Member of the Board of Directors at Strategic and Competitive Intelligence Professionals Association

January 2009 - Present (2 years 5 months)

The Strategic and Competitive Intelligence Professionals Association (SCIP) is a global nonprofit membership organization for everyone involved in creating and managing business knowledge. Our mission is to enhance the success of our 3'000-plus members world wide through leadership, education, advocacy, and networking.

Specifically, SCIP provides education and networking opportunities for business professionals working in the rapidly growing field of competitive intelligence.

Established in 1986, today SCIP has chapters around the world, with individual members in nations around the globe.

SCIP's Board of Directors is to govern the organization. The board creates, governs and protects the vision, mission, values, strategy and policies for the organization and makes sure that they are properly implemented, maintained and respected. Members of SCIP's Board of Directors serve as representatives of the 3,000-plus members of the Strategic and Competitive Intelligence Professionals Association.

10 recommendations available upon request

Global Contract Management at Lonza

October 2009 - September 2010 (1 year)

Enable Lonza to offer and move the right products/services at the right time on the right terms and conditions as leading CMO in the biotech/lifescience industry. Maximize sustainable economic value for both the customer and Lonza.

Develop, deploy and maintain global contract management function via harmonized processes, strong methodologies, dedicated organizational resources, maximized scope, best-in-class expertise, effective tools landscape and cultural shift to become an organization driven by commitment to win/win business relationships with our exclusive pharma clients.

Primary on-site interface for the Customer on contractual issues regarding the agreed activities and deliverables and execution of the project at Lonza.

Customer's advocate on-site ensuring all customer requirements are being recognized by all internal stakeholders and realized to the satisfaction of both business partners.

Primary internal contact for questions or issues regarding contractual obligations. Has detailed knowledge of all assigned agreements (e.g. Development, Commercial, Quality etc) and is the on-site expert for all such contracts.

Member of the Board at Swiss Competitive Intelligence Association (SCIA)

December 2007 - January 2010 (2 years 2 months)

SCIA aims to enhance and support education, exchange and problem solving for the wiss competitive intelligence professionals community. SCIA is located in the heart of Switzerland: Zurich.

The board manages and runs the association's events and member relations & networking.

Discontinued due to relocation and change of profession.

1 recommendation available upon request

Founder & Owner at Markintell.com | Market Intelligence & Competitive Intelligence

December 2005 - October 2009 (3 years 11 months)

Markintell.com is my private project supporting my professional activities in Market & Competitive Intelligence with a Swiss multinational chemicals corporation as Global Head of Market & Competitive Intelligence. Building a strong global network of competitive intelligence experts (practitioners, scholars and consultants) beyond Europe, Switzerland and the European, Swiss business landscape I started Markintell.com as a resource, gathering place and discussion area.

Intelligence strategies, techniques and processes as well as market & competitive intelligence specialties can be explored and discussed at Markintell.com - I truly hope to be able to build a first class expert forum with the site and my contribution both online and off will support the various professions in the competitive intelligence field and for other intelligence professions.

In October 2009 a major global Competitive Intelligence consultancy and services company acquired markintell.com.

2 recommendations available upon request

Integration of former Ciba Intelligence Operations into BASF at BASF

April 2009 - September 2009 (6 months)

Global Head of Market Intelligence & Competitive Intelligence (Ciba) at Ciba

January 2006 - September 2009 (3 years 9 months)

Global conceptual and strategic lead for Ciba in developing and establishing, running a centralized

Market & Competitive Intelligence function including state-of-the-art technological solutions and mutual global processes and sourcing strategies plus internal training to market analysts and market researchers plus marketers and sales staffers at Ciba global Headquarters in Europe, Switzerland (Basel) and in all Ciba Group Companies world-wide.

Member of Ciba Marketing & Sales Board. Active, contributing member of the Strategic and Competitive Intelligence Professionals Association (SCIP) running sessions and expert panel discussions at global and European summits and conventions, published author of Competitive Intelligence articles (e.g. in competitive intelligence books by the Competitive Intelligence Foundation (a SCIP board of competitive intelligence experts). Founding member of the Swiss Competitive Intelligence Foundation (SCIA), Switzerland, (Zürich).

12 recommendations available upon request

Global Head of Electronic Communications at Ciba Specialty Chemicals

September 2004 - January 2006 (1 year 5 months)

As the Global Head of Electronic Communications, Corporate Communications, Global Headquarters Switzerland (reporting to Head of Corporate Communications) I was responsible for the following areas and tasks:

- Lead all activities and teams for corporate web sites, Intranets and other electronic publications and media plus audio-video-media management for all executive and board events
- Modernize, re-vamp, global strategy for electronic communications policies, tools, lead e-marketing groups and initiatives
- Member of the global Group Communications Leadership Team

4 recommendations available upon request

Global Head of E-Business Textiles at Ciba Specialty Chemicals

December 2002 - September 2004 (1 year 10 months)

As the Head of Global E-Business, Textile Effects Segment at Global Headquarters Switzerland (reporting to Head of Marketing Development Textiles) I was responsible for the following areas and tasks:

- Conceptualize, promote and lead implementation of B2B connectivity solutions via VMI, VMOI customer (sell-side) and supply (buy -side) programs
- Increase online sales through global e-commerce and e-marketing/e-sales programs and their implementation
- Lead implementation of global document management system

2 recommendations available upon request

Head of Market Development Textiles NAFTA at Ciba Specialty Chemicals

April 1998 - December 2002 (4 years 9 months)

As the Regional Head of Market Development NAFTA, Textile Effects Segment (reporting to

Regional President Textiles NAFTA) I was responsible for the following areas and tasks:

- Explore, research and analyze new textiles market opportunities
- Develop supporting intelligence, opportunity analysis and competition profiling
- Lead regional implementation of global standard sales and marketing software & Intranet & CRM
- Increase online sales through global e-commerce and e-marketing/e-sales programs and their implementation
- Lead implementation of global document management system

As the Regional Sales Support Manager USA, Can. (until 12/2000) / Local Account Manager Colors Division (partly until end 2002) (reporting to Head of Sales Textiles USA/Canada) I was responsible for the following areas and tasks:

- Cold acquisition of “lost” and untapped accounts
- Integration Manager NAFTA of former Pigments and Textile Dyes Divisions into Colors Division (500 FTE)

1 recommendation available upon request

Global Head of Marketing Communication, Advertising & Promotion Textile Dyes Division at Ciba-Geigy

January 1994 - April 1998 (4 years 4 months)

As the Global Head of Marketing Communication, Advertising & Promotion Textile Dyes Division, Headquarters Switzerland (reporting to Global Marketing Head Textiles) I was responsible for the following areas and tasks:

- Development and implementation of global state-of-the-art online-offline production of promotional & technical literature
- Responsible for global advertising campaigns and promotional material development & production
- Trade show and event management, MarCom planning & execution

1 recommendation available upon request

Skills

Marketing	(Expert, 15 years experience)
Online marketing	(Expert, 20+ years experience)
Marketing Management	(Expert, 5 years experience)
Market planning	(Expert, 5 years experience)
Market research	(Expert, 7 years experience)
Marketing communications	(Expert, 5 years experience)
New Business Development	(Advanced, 4 years experience)
Organizational Development	(Advanced, 10 years experience)

Process development	(Expert, 10 years experience)
Sales	(Advanced, 5 years experience)
Board experience	(Advanced, 4 years experience)
Contract management	(Advanced, 4 years experience)
Negotiation	(Advanced, 5 years experience)
Business Leader	(Advanced, 10 years experience)
Competitive Intelligence	(Expert, 8 years experience)
Market Intelligence	(Expert, 8 years experience)
Intelligence Analysis	(Expert, 6 years experience)
Communication strategies	(Expert, 7 years experience)
Communication tools	(Expert, 7 years experience)
Corporate communications	(Expert, 4 years experience)
Strategic communications	(Advanced, 3 years experience)
Program Management	(Advanced, 2 years experience)
Program planning	(Advanced, 3 years experience)
Market development	(Advanced, 3 years experience)
Event management	(Advanced, 4 years experience)

Languages

Germanic languages	(Native or bilingual proficiency)
English	(Native or bilingual proficiency)
Russian	(Elementary proficiency)
French	(Elementary proficiency)

Publications

Programmatischer Auf- und Ausbau einer Wettbewerbsbeobachtungs- und Analysefunktion

Euroforum Verlag GmbH, Düsseldorf November 1, 2009

Authors: Jens Thieme

Co-Autor des 2009 Seminar über den Programmatischen Auf- und Ausbau einer Wettbewerbsbeobachtungs- und Analysefunktion im Euroforum.

Starting a CI Function ISBN: 978-0-9771825-4-1

Competitive Intelligence Foundation May 10, 2008

Authors: Jens Thieme

"Starting a Competitive Intelligence Function" is the third volume in the Topics in CI series, published by SCIP's Competitive Intelligence Foundation. The general topic covers the concept and practice of defining the organization's internal requirements and setting up the environment for an effective competitive intelligence function. Kenneth Sawka is the editor. Jens Thieme co-authored this publication.

Kopfgeburt - mit der Glocke am Kragen. ISBN 978-3-924523-13-8

City Verlag Nürnberg 1992

Authors: Jens Thieme

Jens Thieme's Gedichtband "Kopfgeburt - Mit der Glocke am Kragen" als Komplettausgabe online.
Gedichtete Perspektiven. City Verlag Nürnberg 1992, Paperback.

M.O. Und andere Geschichten aus dem 4. Reich. ISBN 978-3894069582

R. G. Fischer Verlag Frankfurt/M. 1994

Authors: Jens Thieme

Kurzgeschichten und Erzählungen. Jens Thieme's "M.O. Und andere Geschichten aus dem 4. Reich". Edition Fischer im R. G. Fischer Verlag Frankfurt 1994, Paperback.

From Firefighters to Futurists

Competitive Intelligence Magazine CIM Article Jan/Feb 2010 February 2010

Authors: Jens Thieme, Hans Hedin

The Global Intelligence Alliance developed a framework for best in class Competitive Intelligence operations that I adopted, adjusted to real world business needs and used for development, deployment and maintenance of a global CI function.

World Class Market Intelligence - GIA White Paper 2/2009

Global Intelligence Alliance (GIA) February 2009

Authors: Jens Thieme, Hans Hedin

This GIA White Paper introduces and discusses Global Intelligence Alliance's "World Class Market Intelligence Development Framework".

The model finds its base in GIA's extensive consultative experience, and also relies on research into how hundreds of large organizations conduct intelligence activities on a global scale.

Honors and Awards

Golden Web Awards 2001-2002 for outstanding web concept and development.

Interests

Networking Pharma and Life Science, CMO, CRO.

Jens Thieme

Director, Head of Global Program Management Custom Manufacturing

jens@thie.me



33 people have recommended Jens

"Jens is one of those rare examples of undertaking their volunteer activities beyond the call of duty. Even when his career took an unnecessary detour he continued with the comitment he made 2 years earlier. Jens also brings joy and good humour to every task with tenacity to the end. An honour and a pleasure to have mixed with him in volunteering capacities at the Strategic and Competitive Intelligence Professionals with Jens always associated with doing the right things in the right way. A credit in everything he gets involved."

— **Andrew Beurschgens**, *Head, Business Market Insights, Orange*, was with another company when working with Jens at Strategic and Competitive Intelligence Professionals Association

"I've had the opportunity to work with Jens at Ciba while he was leading the Market Intelligence function and at SCIP while serving on the Board of Directors. Jens has an extreme sense of professionalism in all it's capacities allowing him to be a well repected and influential individual in the business arena. His decisions are supported well by thoughtful facts and communicated in a way that is both positive and collaborative. His leadership in the Competitive Intelligence community is second to none and aspirational to those that look for guidance, assistance and direction."

— **Michel Bernaiche**, *Strategic Planning - Competitive Intelligence Manager, Dunkin' Brands*, was with another company when working with Jens at Strategic and Competitive Intelligence Professionals Association

"Jens is a great and knowledgeable professional, always willing to help and participate, sharing brilliant and innovative ideas."

— **Eliana Benjumedá**, *Director, Infoline - Strategy & Market Intelligence*, worked directly with Jens at Strategic and Competitive Intelligence Professionals Association

"Jens is one of the leaders of the SCIP (strategic and Competitive Intelligence professionals) activity in Europe. He is very capable and keen about the emerging of Competitive Intelligence to become more influential in the business activity. Jens has shown for a long time ago high commitment to the promoting on CI and in doing so he has contributed to the development of CI in Europe and worldwide. I find it an honor to recommend on Jens and by doing so participating in the appreciation to his career."

— **Avner Barnea**, *Managing Director and Founder and Lecturer on Competitive Intelligence, Ono*

Academic College, A. B. Projects (Competitive Intelligence consultant), worked with Jens at Strategic and Competitive Intelligence Professionals Association

"Jens has always been a champion of Strategic Intelligence, driving it's use within his company (past and present), having the ability to call on the expertise of specialists to assist in the demonstration of it's use. He is a proactive, determined organiser for the profession within Switzerland and Europe."

— **John McDonald-Dick**, *Managing Director, McIntell*, was with another company when working with Jens at Strategic and Competitive Intelligence Professionals Association

"Jens is the consummate professional, always informed of the issues and conveying his ideas in a compelling, diplomatic manner. I would recommend him for any project work - his ethics are admirable and he is pleasure to work with....hilarie hoting"

— **Hilarie Hoting**, *Director, Business Development, Society of Competitive Intelligence Professionals*, worked indirectly for Jens at Strategic and Competitive Intelligence Professionals Association

"Jens Thieme has been very active in the CI field for the past several years. His dynamism and enthusiasm has raised the profile of CI. With his extensive knowledge of CI and marketing, he would be an asset to any organisation."

— **Gary Lim**, *President, Gary Lim Consultancy*, was with another company when working with Jens at Strategic and Competitive Intelligence Professionals Association

"I have had the privilege of working with Jens this past year on the SCIP Board of Directors. I have been most impressed with the earnest and thorough preparation that he brings to the table. Whether you agree or disagree with his views, they are always well conceived and well articulated. He is highly respected by his peers on the BoD for the professionalism he brings to his position."

— **Scott Leeb**, *VP. Business Intelligence, Prudential Retirement*, worked directly with Jens at Society of Competitive Intelligence Professionals

"I have worked with Jens on the SCIP Board of Directors for the past two years. He has proved to be a thoughtful professional who brings a broad range of experiences to the table. He is very adept at placing issues in the proper context and moving the discussion toward resolution in a collaborative fashion. He further serves the Competitive Intelligence community at large with passion and intellect that is to be admired."

— **Ken Garrison**, *CEO SCIP, Society of Competitive Intelligence Professionals*, worked directly with Jens at Society of Competitive Intelligence Professionals

"Jens is an ideal member of any group: hard-worker, with fresh ideas, leadership and always looking for consensus. I really enjoyed his leadership at SCIP's International Advisory Committee,

which he chairs and also his valuable contributions during the merger of SCIP with the Frost & Sullivan Institute. Jens is not only a valuable teamplayer of any group he gets involved with, but also a very good person and someone you can talk to for ages, not only on business matters, but also personal matters as well. In sum, I highly recommend Jens and can say that he is not only a fellow board member, but also a friend."

— **Adrian Alvarez**, *Member of the Board, Society of Competitive Intelligence Professionals (SCIP)*, worked directly with Jens at Society of Competitive Intelligence Professionals

"During our time as board members of SCIA I experienced Jens as one of the most energetic persons I've ever met. Fast thinker, capable in developing, organising, maintaining and improving, with a proven expertise in CI. Excellent team player, promoting, influencing, motivating. Excellent communication on a executive level. Excellent interpersonal skills! Much of the development within SCIA over the last years was down to Jens' efforts. In one word: Excellent!!"

— **Robert Lazzarotto**, *Competitive Intelligence Manager, Siemens Building Technologies*, worked directly with Jens at Swiss Competitive Intelligence Association (SCIA)

"Jens is an excellent manager with the right combination of people skills and industry knowledge. His communication skills are highly polished and effective throughout all levels of an organization. He manages people in a professional, effective way and creates a motivating atmosphere making it a pleasure to work with him. I highly recommend Jens Thieme as a great management asset for any company."

— **Hugo Avila**, *Global Head of Educational Services, Ciba SC*, reported to Jens at MarkIntell.com | Market Intelligence & Competitive Intelligence

"Jens is a wonderful enthusiastic CI professional, very passionate about what he does and always ready to engage in an exchange of experiences and ideas. He is a great source of support and information."

— **Marina Kaptein**, *Market Insight & Strategy Specialist, Eastman Chemical*, was with another company when working with Jens at MarkIntell.com | Market Intelligence & Competitive Intelligence

"Jens was a real pioneer at Ciba when he introduced the first useful global market intelligence tool, providing businesses all over the world with valuable information that supported the decision making process. Jens is creative, open minded and resilient. In addition to that, he enjoys cultural diversity."

— **Paulo Barbosa**, *Head BU Papermaking Effects LATAM, Ciba Specialty Chemicals*, worked directly with Jens at Ciba

"Jens is an inspiring person, to me and to many others. With a lot of enthusiasm he more than filled his task of building-up a global market and competitive intelligence system and network in our

company. It's not often that I found a person so dedicated and also so much fun-to-work-with, always open, helpful and team-minded. I profited largely from his suggestions for my own global pricing projects."

— **Matthias Hofmann-Kamensky, Dr. rer. nat.**, *Global Leader Pricing Program, Ciba Specialty Chemicals*, worked directly with Jens at Ciba

"I had the pleasure of working with Jens as part of a volunteer committee member for the SCIP European Summit in 2009. The gentleman is the personification of positivity and professionalism given his status with this project and was a key driver in maintaining focus on delivering the numbers. Extremely creative in reaching out to people to ensure that the Summit delivered its value proposition with the customer/delegate always top of mind. Whatever opportunities he sources for himself, there will be no shortage of light heartedness while focusing on the delivery itself. An honour and a pleasure, thank you"

— **Andrew Beurschgens**, *Competitive Analysis Manager, Orange*, was with another company when working with Jens at Ciba

"Jens joined the Marketing Office I was heading that time two years ago with the challenging task to establish a Market & Competitive Intelligence Competence Centre from the scratch. Jens went straight into the work and showed a lot of enthusiasm and engagement for his new role. He is a quick learner with the right business mind set and very much task oriented while leading a project. Jens has great net work skills and is able to motivated peers and co-workers alike. I really enjoyed working with Jens."

— **Karin Maag, PhD**, *Head Marketing Office, Ciba*, managed Jens at Ciba

"Jens has a fine grasp of competitive intelligence in action. In our recent seminar and workshop he clearly demonstrated his knowledge and understanding of the subject in his valuable contributions to the group's learning."

— **Fred du Plessis**, *President, ECMSA , European Chemical Marketing & Strategy Association*, was with another company when working with Jens at Ciba Specialty Chemicals

"Jens established the fundamentals of Market intelligence for Ciba, enabling dramatic progresses in marketing management. His vision, creativity, relentless drive for results makes the difference!"

— **Bruno Sallé de Chou**, *Head Business Transformation, Ciba*, worked with Jens at Ciba

"I've had the pleasure to work with Jens on numerous occasions to collaborate on building Competitive Intelligence functions. His unique insights based on his experience have directly contributed to many accomplishments. He has a unique ability to foster cross-functional collaboration. He is a true visionary for the global Competitive Intelligence community."

— **Michel Bernaiche**, *Strategic Planning - Competitive Intelligence Manager, Dunkin' Brands*, was

with another company when working with Jens at Ciba

"Jens really stands out from the crowd with his drive and enthusiasm to not only make initiatives but also to follow through on them meticulously. No wonder he has managed to create a Market Intelligence community within his company that has earned a lot of appreciation and sense of value both internally and externally. Jens' positive energy is contagious, a view that is shared by my colleagues at GIA as well."

— **Irmeli Hirvensalo**, *Director, Strategic Marketing, Global Intelligence Alliance Group*, was a consultant or contractor to Jens at Ciba

"Jens Thieme is a valued colleague in the Society of Competitive Intelligence Professionals- a business-best-practice organization that provides networking and training opportunities for its members. I first met Jens in 2007 at a European summit, where his presentation on competitive intelligence process and practice was one of the best attended and rated. We later discussed plans for a CTI (competitive technical intelligence) community of practice, where he volunteered time and excellent ideas. Subsequently, he joined the board of the Swiss CI Association, while strengthening links to SCIP. Currently, we are collaborating on several projects, including SCIP's European Summit on CI for October, 2008. Jens is a very positive, energetic "can do" person. He is a reader and a sharer of ideas in a way that both allows for and stimulates the contributions of others. He is a clear thinker and brings a refreshing efficiency of thought and analysis. He seems comfortable with considerations of both marketing and technology aspects of the chemicals business. He also is aware of the broader competitive environment in our rapidly-changing global economy and the challenges these dynamics raise for manufacturing companies in particular. . Finally, Jens is effective at building and maintaining a network across industries and geographical regions."

— **Martha R. Matteo, PhD**, *2008 Bd of Directors and Past President (2007), Soc. Competitive Intelligence Professionals*, was with another company when working with Jens at Ciba

"My experience with Jens, is that excellently conceptualises tasks and delivers a system approach in highly ambiguous situations. Detail oriented and delivers on-time results"

— **Bill Nanson**, *Head of Dispersion Rheology & Surface Modification, Ciba*, worked with Jens at Ciba

"I've known Jens for 10 years. I have always found him to be very forward thinking and innovative in his approach to business issues. He is a conceptual thinker, that also gets things done."

— **Patrick Gorman**, *Head of Communications, EMEA, Global Head Business Communications, Ciba Inc.*, worked with Jens at Ciba

"I have met Jens during emergency drills and live events and can recommend him from this and other experiences in the company as very trustworthy, enthusiastic about his responsibilities and enjoyable as a team player."

— **Werner Fischer**, *Global Issues Management & Product Stewardship, Ciba Specialty Chemicals*, worked with Jens at Ciba

"Jen's professionalism and passion for his work, are the main reasons why I highly recommend him. He is a really good person, that works with enthusiasm, very professional and last but not least with optimal relationship capabilities."

— **Sara Ledda**, *Web Communication Specialist, Ciba*, worked with Jens at Ciba Specialty Chemicals

"Very competent and helpful, good teamwork, networking, social skills. His creativity lead to various new solutions. Can recommend him without hesitation."

— **Urs Hasler**, *Marketing Communications Head, Ciba Specialty Chemicals*, worked with Jens at Ciba Specialty Chemicals

"Jens is an acute professional with a strong drive for innovation and an excellent networker. We worked together for several years. I can recommend Jens, especially his skills in managing projects linking business, communications and web-based solutions. His drive and expertise were essential to the implementation of our strategies. Rodolfo"

— **Rodolfo Ciucci**, *Partner, gruner grenneisen communications*, managed Jens at Ciba Specialty Chemicals

"I can recommend Jens without hesitation. We were associated through a e-business network. He is a creative, sharp, business driven leader, who made many insightful contributions to the group! He is an exceptional talent."

— **Gigi Arino**, *Head of E-Comms, Syngenta*, was with another company when working with Jens at Ciba Specialty Chemicals

"Jens and myself worked closely together in a project to establish e-business connection to our customers. Jens was managing the global project in a very professional manner. This allowed me to focus on getting the sales organization to transfer customers from traditional ordering to using our Internet platform for ordering and order management. After 12 month 12 % of the customer transactions were going via our e-ordering. Jens insured the functioning of the Intranet platform, organized information materials and supported the roll out."

— **Dr. Gerd Irion**, *Head of Sales Northern Europe Segment TE, Ciba Specialty Chemicals*, worked with Jens at Ciba Specialty Chemicals

"Jens is an outstanding manager with a rare combination of people skills and industry knowledge. His communication skills are highly polished and effective. He manages people in a professional, effective way and creates a motivating atmosphere making it a pleasure to work with him. An

outstanding talent and a great management asset for any company."

— **Hugo Avila**, *Global Head of Educational Services, Ciba SC*, reported to Jens at Ciba Specialty Chemicals

"Our paths crossed several times - and everytime it was a privilege to work with Jens. He's one of the smartest, most creative and success driven persons I know. There seems no task too difficult for him. I can recommend him without hesitation."

— **Lars Berger**, *Owner, Advertising Agency*, was a consultant or contractor to Jens at Ciba Specialty Chemicals

"Jens was the reason why I entered the world of Marketing Communication. He was my mentor until he left for the US. Jens is always highly motivated and very professional regardless of situation. He is a very friendly and social person with great people skills and I can with no hesitation recommend him."

— **Nicole Schaffner**, *Marketing Communication Coordinator, Ciba*, reported to Jens at Ciba-Geigy

[Contact Jens on LinkedIn](#)