



VLADISLAV VIKULOV



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VLAD.VIKULOV

KEY EXPERTISE

- Operational Excellence
- Strategic Human Capital Management
- Business Transformation
- Digital Business Environment

EDUCATION

Plekhanov's Russian Economic Academy
1993-1998
Diploma with distinction

LANGUAGES

- Russian (native)
- English (fluent)



PROFILE

- Expertise in operational excellence, strategic human capital management, business transformation and related IT.
- Proficient at engaging with a range of organizations from start-ups to major multi-stakeholder ventures, often involving complex and competitive relationships and international dimensions.
- Able to bring an objective, an analytical view and clear perspective to difficult issues and to explore and validate alternative possibilities. Always keen to acquire and share knowledge and ideas.
- Track record of creation enthusiastic, highly motivated, mutually supportive teams and able to engender a culture of consensus, pragmatism, delivery and achievement.

PROFESSIONAL EXPERIENCE

HR Director | 2021 – 2023

Bitrix24 | Moscow, Russia

(SaaS business software developer)

Created the HR/Brand/Intercomm functions from scratch to full scale operations: the team, practices, processes, related IT etc. Rebooted the HR Brand for new competitive environment. Drove the unity and performance of people in a highly distributed company.

Chief Operating Officer | 2020 – 2021

Awem Games | Paphos, Cyprus

(Mobile games developer and publisher)

Managed Operations, HR, Finance & Legal. Designed and started the implementation the Human Capital Strategy. Brought the operational performance to the next level.

HR Director | 2016 – 2019

Game Insight | Moscow, Russia

(One of the leaders in mobile and social gaming, 600+ employees in 4 countries)

Developed and implemented the holistic HR strategy of the company. Created an own HR management system and automation. Management development (including personal coaching).

Head of HR (project) | 2016

Wargaming.net, Minsk development center | Minsk, Belarus

(One of the leaders in the on-line gaming, 4000+ employees worldwide)

Developed and implemented a new HR structure and operational model according to the global Talent strategy.

Independent consultant | 2015

Moscow, Russia

Management consulting for companies of various industries: HR and operational modelling (full employee life cycle), headcount and structure optimization etc.

VP org.development, HR and internal communications | 2012 – 2015

MDM Bank | Moscow, Russia

(Private TOP 15 Russian bank, 7500+ employees across Russia)

HR strategy and operational model (major functional growth and decrease of costs), drove through major structural changes of the bank and right-sizing program.

Head of HR | 2011 – 2012

Otkritie bank | Moscow, Russia

(Private TOP 15 Russian bank, 7000+ employees across Russia)

Associated expert | 2010 – 2011

KPMG | Moscow, Russia

(People and change practice)

Deputy Head of HR | 2007 – 2010

MDM Bank | Moscow, Russia

(Private TOP 15 Russian bank, 7500+ employees)

Project manager (Strategy planning department) | 2005 – 2007

MDM Bank | Moscow, Russia

Consultant | 2005

Accenture | Moscow, Russia

Advisor to the President | 2004

Gubernsky Commercial Bank | Moscow, Russia

Head of Strategic Planning and Marketing analysis Department | 2002 – 2004

Soyuz Bank | Moscow, Russia

Senior Analyst | 1999 – 2002

CentroCredit Bank | Moscow, Russia