



# Pavel Aleksandrovich Gribachev

Date of Birth: 20 January 1983

## CONTACT INFO

---



+7 (908) 6 506 452



bill83@inbox.ru



Irkutsk, Russia



## KEY SKILLS, KNOWLEDGE AND EXPERTISE

---

- **15 years of experience in small business planning, development and management**
- **Practical experience in creating investment projects**  
Since 2015 has developed, sourced and successfully implemented 4 investment projects worth more than \$10 million
- **Implementing organizational change and building an optimal company structure in 4 companies,**  
including 2 businesses set up from scratch
- **Building a team of top managers and rank-and-file employees,**  
each of whom knows their tasks precisely and has the resources and competencies to fulfil them
- **Conducting business negotiations with top managers**  
of potential clients and contractors. Successful presentation of investment projects to owners of companies, financial organizations (banks and leasing companies) and government agencies
- **Selecting promising areas for creation of new businesses**  
Determining long-term development areas for existing businesses. Setting strategic goals that will enable the company to develop effectively



## PROFESSIONAL ACHIEVEMENTS

---

- **Became 'Entrepreneur of the Year 2022' in business innovation**  
in a competition organized by the Support Committee for the Programmes of the President of the Russian Federation
- **Developed a universal management methodology, the Small Business Navigator,**  
which helps reduce the risk of company bankruptcy by 70%
- **Published 5 research papers on economics and business**  
in leading Russian academic journals
- **Has been granted membership of the Equium Business Community,**  
Russia's most reputable association of entrepreneurs
- **Invited expert and jury member of prestigious business and high-tech awards**
- **Participated as a small business expert in TV and radio programmes**  
of the Russia (Rossiya) media holding; Mayak and MCM radio stations
- **Gave interviews to leading Russian news**  
'Komsomolskaya Pravda', 'Argumenty i Fakty', and Rambler.ru, one of the most visited news portals in Russia
- **I simultaneously run four successful companies**  
in IT, international shipping, wholesale and retail, and milk production
- **Created more than 500 jobs,**  
which exceeds the average number of employees of small business companies in Russia more than 100 times
- **In a year and a half, I developed and successfully implemented a unique project of the only robotic farm in the region,**  
which doubled the company's revenue
- **Set up 'MoneyRoses' retail chain, which in 2 years entered the top 10 flower chains in Russia**
- **Revenue of the company I own exceeded \$11.5 million,**  
which is more than 100 times the average turnover of a small business



## WORK EXPERIENCE

---

2020 – present

### **Executive Director**

Milk River LLC, Irkutsk

#### **Achievements as Executive Director**

- **Developed and successfully implemented an investment project for forage conservation.** The total cost of the investment exceeded \$4 million. The implementation of the project enabled to fully supply the livestock with high quality roughage and increased the company's capitalization by 35%
- **Implemented a smart farming system based on a specialized digital agribusiness management platform.** As a result, agricultural productivity rose by 1.65 times, the crop yield grew by 16%, harvesting costs decreased by 18% and cost of own fodder production decreased by 24%
- **Implemented a state-of-the-art herd reproduction management system.** This innovation allowed bringing the service period of the cows to an optimal value of 95 days within the next 7 months. Heat detection (HD) surged by 85% and the pregnancy rate (PR) increased by 52%, resulting in a 39-day reduction in the average milking day
- **Led Milk River LLC to receive a number of awards and recognitions including an honorary Pedigree Breeding Unit status.** This title is awarded only to companies with excellent performance. In the region, only 3% of milk producers have this status
- **More than doubled the company's revenues.** As of 2021 year-end, Milk River LLC entered the TOP-3 in terms of revenue among agricultural companies of the Irkutsk region
- **Developed and successfully implemented a unique robotic farm project.** This project received a government grant of \$400,000. The total cost of the complex was \$1.9 million

#### **Responsibilities**

- Development and implementation of strategic plans for the company
- Management and control of the effectiveness of the company's operations
- In 2021 – 2022, supervised the construction of a new robotised dairy farm
- Selection of the necessary state-of-the-art production equipment, improvement and optimization of production processes
- Coordination of the company's management staff
- Interaction with control authorities. Registration of necessary certificates and permits
- Determination of the financial policy of the enterprise, development and provision of measures for financial stability
- Financial risk analysis and assessment, management of forward and current financial plans and budgets
- Recruiting company management staff

### **Owner and General Director**

Eurotrans LLC - international transportation of cargoes requiring special transportation conditions. Irkutsk, Russia

### **Achievement as General Director**

- **The fourth place in the rating of heads the Irkutsk region's enterprises,** according to the authoritative business publication 'General Director'. In total, the rating includes more than 500 directors of companies in the region.
- **Brought Eurotrans LLC to the list of the best flower delivery companies in Russia.** According to official Rosstat (the Federal State Statistics Service) data, in 2021 the company was ranked 75th among 25,951 companies of small business in Irkutsk region in terms of revenue
- **Developed and successfully implemented an investment project worth over \$1.5 mln to create a network of logistics centers** in such cities as San Francisco de Quito, Bogota, Amsterdam, Moscow, Novosibirsk, Krasnoyarsk, Ulan-Ude, Chita
- **Reached a transportation volume of over 10,000 tons per year**
- **Established partnering relations with world-known companies:** YILIUBA LTD (China), Alliance Logistics (Ecuador), CEVA Logistics (Colombia), One Team Cargo (Ecuador)
- **Achieved a 1.5-fold reduction of the average delivery time and a 35% decrease in transportation costs** by optimizing logistics processes
- **Developed an online cargo tracking system,** which increased customer loyalty by allowing online tracking of cargo location and condition. Result: a 2.2-fold increase in the number of clients
- **Developed my own business management methodology,** which allowed me to set up and effectively manage a network of subsidiaries throughout Russia and the world

### **Responsibilities**

- Strategic and operational management ensuring long-term growth of the company
- Control of the company's financial flows
- Search for sources of funding for new company projects
- Introduction of innovative management tools
- Development and implementation of the company's marketing strategy
- Selection and management of the company's subordinate managers
- Search for and interaction with foreign partners
- Detailed development of optimal logistics chains for the delivery of goods requiring special transport modes
- Management of transport and logistics processes
- Building an effective management system and business processes of the company
- Control of branch operations
- Ensuring high delivery speed and compliance with cargo transportation requirements

2014 – 2016

---

### **Executive Director**

Baikal Trading Company LLC - wholesale and retail flower sale, Irkutsk

#### **Achievements as Executive Director**

- Increased the company's level of management by 48% having reorganized its structure
- Introduced new management tools based on my proprietary 'Small Business Navigator' management methodology. This resulted in an annual 2.5-fold increase in revenue
- Developed from scratch the concept for a new business - retail flower distribution network, created a detailed brand book called MoneyRoses. Prepared a 2-year investment plan for this purpose, with a value of over \$2 million
- Created an online flower delivery platform under the brand MoneyRoses.ru
- For 2 years he brought MoneyRoses flower network to TOP-10 of flower retail networks in Russia
- As of 2021 year-end, Baikal Trading Company took the second place in terms of revenue among flower retailers

#### **Responsibilities**

- Company operations management
- Control over the implementation of internal regulations, instructions and technologies by all employees of the company
- Organization, control and development of financial accounting processes, including monthly net profit calculation, forecasting of financial performance
- Organization and control of compliance with quality standards, technology, regulations and rules by all employees
- Finding and eliminating bottlenecks in customer processes
- Implementation of strategic, tactical and operational plans/projects as agreed with the company owner
- Organization of the recruitment and dismissal process
- Interaction with external contractors/experts
- Operational management and timely resolution of emerging tasks

2008 - present

---

### **Owner**

Siberian Information Company LLC - implementation of automation systems, Irkutsk

#### **Achievements and Responsibilities**

- Developed and launched a startup from scratch within four months
- Developed company development strategy, oversaw and adjusted plans when required
- Developed products and services demanded by the IT market
- Interacted with customers; audited and described their business processes

- Organized work on projects, planned resources and distributed tasks within projects
- Calculated the economic viability of the implemented projects

2006 – 2008

---

## Head of IT department

Karavay JSC, food production, Angarsk

### Achievements as Head of IT department

- **Managed the implementation of a new information management system for a manufacturing enterprise.** This system helped systematize and streamline the company's business processes, reduce production costs by 9.5% by increasing the efficiency of spending raw materials and other resources.
- **Developed a set of criteria and indicators,** with the help of which it was possible to increase the company's manageability, labor productivity and reduce management costs by 15%
- **Helped increase revenue by 51%** through the implementation of new methods and systems, which led to the opening of additional production branches in three cities

### Responsibilities

- Heading the company's IT department
- Managing the process of implementing a new corporate management information system of the company
- Information gathering and business process audit
- Analysis, description, modeling of business processes and technical solutions
- Management of design, development and management system processes
- Optimization of business processes and technical solutions



## I'M IN THE MEDIA

---

### Interviews to leading Russian news media



Komsomolskaya Pravda  
Read the article



Argumenty i Fakty  
Read the article



Rambler.ru  
Read the article

### TV interviews



Morning of Russia. Irkutsk  
Recording of the broadcast



Vesti Irkutsk  
Recording of the broadcast