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# JAKOB TURCINOV

## PERSONAL DETAILS

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Year of Birth: 1979                      Place of Birth: Sweden/Sundsvall  
Marital Status: Married                Nationality: Swedish  
MBTI: ENTJ

## PROFILE

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A visionary, dedicated, result oriented and passionate leader with 10+ years in the high-tech defence industry. Experience from managerial positions spanning from people management through product/program/project management to marketing management. Strengths in understanding customer value from complex high tech products/systems/solutions through creation of open and transparent working culture where people and teams thrives and grows, and enjoy taking responsibilities.

## WORK EXPERIENCE

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- 2016 01 -                      **Department Manager & Head of Products**, Saab AB (Stockholm)  
*Managing product managers and owner of Saab product portfolio of military command & control systems for air, airborne, land and maritime applications.*
- Key achievements: Built up the department from scratch (staff, routines etc.) & transition from project to product orientation during and in combination with an agile transformation.*
- 2013 10 – 2016 01                      **Director, Portfolio and Strategy**, Saab AB (Stockholm)  
*Business unit staff function supporting ~1000 people. Marketing communications manager and Program Manager for Capability Development Centre for product area Combat Systems & C4I solutions (C2S).*
- Key achievements: Established structure and communication strategy internally and externally. Successful delivery of product portfolio branding, exhibitions & demonstration capability.*
- 2012 05 – 2013 10                      **Section Manager & Manager of Capability Development Centre**, Saab AB (Stockholm)  
*Line manager for 30 systems developers, system engineers, system architects and sub-project managers within command and control systems and Responsibility for in-house demonstrations, exhibitions and coordination of projects for capability development.*
- Key achievements: Top 3 highest employee satisfaction index in Business Unit (+1000 people). Modernized the capability development centre and increased capability in demonstrating our offers in a system-of-system context.*
- 2011 08 – 2012 05                      **Sub-project Manager CCIS**, Saab AB (Stockholm)  
*Responsible for a sub-project delivering a higher command and control system (CCIS) to a foreign state.*
- Key achievements: Successfully development & delivery of the first higher command and control system from Saab to a customer in south-east Asia, part of the team (sub-supplier/partner) was based in UK.*
- 2010 02 – 2012 01                      **RnD Project Manager / Deputy Section Manager**, Saab AB (Stockholm)  
*Responsibility to develop the Land C2 demonstration capability. Deputy section manager within command and control systems.*

- 2009 02 – 2010 02      **Trainee**, Saab Aerosystems (Linköping)  
*12-month trainee program within Saab AB*
- 2006 02 - 2009 02      **Systems Developer / RnD Coordinator**, Saab Systems (Stockholm)  
*Development of real-time command & control systems. Coordinating RnD projects for Air/Land division, focal point for applications and requests.*
- 2001 05 – 2006 02      **Founder**, Kapten Kost KB & TentIT Books HB (Sundsvall)  
*Start-up and management of a web-based e-commerce tool, as well as an e-book corporation for creating and distributing literature.*

#### ACADEMIC DEGREES

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- 2005 08      **Master of Science in Business and Economics**, with major in Industrial and Financial Management from School of Economics and Commercial Law, Gothenburg University
- 2005 04      **Master of Science in Applied Information Technology**, with major in Intelligent Systems Design from Chalmers University of Technology
- 2005 01      **Bachelor of Science in Business and Economics**, with major in Business Administration from Mid Sweden University

#### ACADEMIC EDUCATION

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- 2005- 2005      **Industrial and Financial Management** 20 credit points, School of Economics and Commercial Law Göteborg University. Courses within Corporate finance and Private Equity
- 2003 - 2005      **Intelligent Systems Design** 80 (60) credit points, Chalmers University of Technology. Highest grades in all subjects. Courses within software, hardware, industrial design and entrepreneurship (Intelligent products, Neural Networks, Evolutionary algorithms and Artificial intelligence)
- 1999 - 2003      **Industrial Economy** 165 (145) credit points, Mid Sweden University  
Information technology and business logistics. Basic courses within computer engineering, mathematics, economy and business administration.

#### NON-ACADEMIC EDUCATION

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- 2016 06      SPU Mentor, Saab AB (People in mind)  
*Assignment as tutor/mentor during 12 months for three new managers in Saab*
- 2014 05      Advanced Corporate Management Network (ACMN), Saab AB (Plan B)  
*Nominated and attended a 12month program for the next generation leaders/managers in Saab*
- 2014 01      Marketers 2014, Saab AB (IHM Business School)
- 2013 10      Business Orientation, Saab AB (Plan B)
- 2013 09      Authentic Leadership 2 - Saab AB (Plan B)
- 2013 01      Leading change, Saab AB (Plan B)
- 2012 10      Business Controlling, Saab AB (Plan B)
- 2012 09      Strategy Management, Saab AB (Plan B)
- 2011 02      Fundamental Leadership Training (FLT), Saab AB
- 2009 10      Presentation Technique (Mindset)

2009 09	Applied Project Management, Saab Aerosystems
2009 05	Conflict Management, Edward & Smedje
2009 02	Business English, GMS Language
2007 01	Business culture in the middle east, Saab AB

#### MILITARY SERVICE

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1998 – 1999	Quartermaster, F4/FMHS (Östersund/Halmstad) <i>Conducted military service as Quartermaster in the Swedish air force. The main part of the education was located at FMHS Halmstad in Sweden. After the education at FMHS I did my service at F4 Östersund Sweden as chief of a platoon, 30 direct reporting men, managing 200 men.</i>
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#### OTHER ACTIVITIES

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2013 -	Chairman of the board, Sybaris Wine & Spirits AB <i>Co-founder, chairman of the board as well as active CFO/CMO for a small import business.</i>
2006 - 2009	Member of Team BJJ, Nacka Dojo
2003 - 2006	Martial arts instructor Ju-jitsu, Gothenburg JJK
2001 - 2003	Chairman & Webmaster Ju-jitsu section, Sundsvalls Budoklubb
1999 – 2003	Martial arts instructor Ju-jitsu, Sundsvalls Budoklubb

#### INTERESTS

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Martial arts (BJJ), sailing, golf, food/wine and scuba diving.

#### OTHER INFORMATION

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2014-03-24	Martial art merits: Purple Belt Brazilian Jiu-jitsu (BJJ)
2012-09-16	Padi Open Water Diver certificate
2005-05-22	Martial art merits: 2 <sup>nd</sup> Dan (Black belt) Ju-jitsu
2000-06-01	Martial art merits: 1 <sup>st</sup> Dan (Black belt) Ju-jitsu

#### LANGUAGES

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Swedish – Native  
English – Fluent  
Croatian – Average  
German – Basic