

Kaufmann Andreas

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Nationality: Austrian

Date of birth: November 15,1972 in Linz (Austria)

Education

- 1996 - 1/2001 Bachelor in science of education, University Leopold Franzens, Innsbruck.
Project on theory and implementation of intercultural training for expatriation.
- 1995 - 1996 Erasmus in the Universidad de Empresariales y Economia de Zaragoza, Spain.
- 1993 - 1998 Master of international economics, University Leopold Franzens, Innsbruck. Specialisation:
Marketing et Human Resources. Thesis on micro politics and psychology during the process of internationalization.
- 1992 - 1998 Marketing et Human Resources. Thesis on micro politics and psychology during the process of internationalization.
- 1987 - 1992 Technical secondary school (specialisation: electrical engineering), Wels (Austria)

Work experiences

- 2007 – **Head of German office of Inter Cultural Management Associates** in Berlin:
- Definition of the geographical development strategy
 - Business Development in the German-speaking market
 - Project management and consulting work for running projects
- 2005 – **Free lance consultant:** Independent consultant work as an associate consultant of Inter Cultural Management Associates. Project for EADS, Mercury Computer systems, sanofi-aventis, Köcher&Grill
- 2005 – 2007 **Managing Director of ikono.tv**, the first fine art TV channel:
- Definition of the business plan
 - Building up and managing an international team of art experts, video editors and IT-specialists
 - Negotiation with shareholders
 - Presentation to companies and art institutions
 - Administration of the company from the registration as a limited to the implementation of accounting processes
- 2001 – 2005 **Managing Director and senior consultant at** Inter Cultural Management Associates, an international consultancy specialized in cultural integration during mergers and acquisitions:
- Business development and key account management with annual sales of 500K Euros.
 - Delivery of consulting projects in the field of change management, teambuilding, executive workshop facilitation, employee opinion surveys, coaching and training.
 - Project management with mult-cultural and remote teams.
 - Set-up and development of a survey department (strategy, offer, competencies, resources and marketing).
 - Definition and Implementation of ICMs strategy, management of the consultant team and internal development project.
 - IT-Manager and renewal of the IT-system in 2004.
- 1999 - 2000 (14 mois) **Civilian service** at the « Centre de Documentation Juive Contemporaine » (Paris): network administrator, design and programming of the website (<http://www.memorial-cdjic.org>), implementation of databases, preparation for the digitalization.
- 1996 - 1998 **Train the trainer:** 4 weeks per year train the trainers seminar for youth work.
- 1997 (2 mois) **Internship** at JOH. HAAS (Wels) : Redefinition of the marketing strategy.
- 1996 (1 mois) **Internship** at JOH. HAAS (Wels) : Reorganisation of the client database and defintion of a

Languages and IT

German (native), English (fluent), French (fluent), Spanish (basic)

Profound knowledge of Windows and Macintosh based software: Office, internet development (Dreamweaver, Flash, ftp server and client,...); architecture design, implementation and administration of networks; data-base programming in Access and Filemaker, graphic and layout software (Photoshop, InDesign,...), survey software (Ethnos and Netsurvey).

Personal interests

Driving license A and B

Black and white artistic photography, cinema, golf, badminton, art.