

# Marcin Chruściel

C-Level Executive with a proven track record

I am a passionate business developer and manager with an entrepreneurial spirit. To date I built a proven track record of business ventures from an idea, through start-up and business scaling-up phases. I have been operating in international and multicultural environments at different stages of my career and for different stakeholders. My regular managerial challenge is to translate multinational business requirements into localized processes, always with the goal to assure smooth operational transitions during business growth. My focus was to maintain a motivation of highly talented engineering group throughout different stages of business evolution and to create a friendly working environment attracting new talents. Recently as a Vice President of Eastern European region at Avera, I was P&L accountable for both sales and delivery of a 70+ people engineering organization.

I am open to relocation and could be available for short to mid-term interim or permanent assignments. Privately, I am a huge car racing and aviation enthusiast and love most sports.

## Work History

2022-10 –  
Present

### Search Fund Principal | Entrepreneur Through Acquisition

Novastone Capital Advisors

I look to identify, acquire, and grow a well-established engineering company based in Poland or, opportunistically, neighboring Eastern European countries. The focus will be placed primarily on the Industrial Automation and Robotics sector, and secondarily on the IT Services and Software House sector.

2021-01 –  
2022-09

### CEO & Co-Founder

Scuderia RaceTec

Scuderia RaceTec is an engineering company delivering ultimate quality sim racing motion systems and rigs. We offer own product portfolio as well as build to customers' specification. My responsibilities

## Contact

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## Skills

Business Development



Solution Selling



CRM (Salesforce, ZOHO)



Team Building & Conflict  
Resolution



Financial Reporting



cover sales, delivery as well as providing an external financing means for further development. A long-term goal for Scuderia RaceTec is to get acquired by a strategic investor preferably from e-sport or gaming/metaverse sector.

2018-04 -  
2020-12

### **Vice President Eastern Europe**

AVERNA

As VP Eastern Europe at Averno I was focusing on operational and corporate reporting excellence parallel with ongoing business development activities. By the end of 2020 the organization expanded to 70+ people with a steady backlog being a result of a structured approach to account management and sales team development.

2018-12 -  
2021-09

### **Commercial Director**

*Supplier to Virgo-Polgraw*

I was acting as a commercial leader of the scientific program to develop and deploy an array of seismic sensors for the Newtonian noise cancellation system. Newtonian noise is the very tiny change of the gravitational field around the interferometer due to density fluctuations in the air (atmospheric) and the ground (seismic). The newly installed sensors will measure the latter, which is dominant compared to the atmospheric one and is caused by seismic waves of natural or anthropic origin. This intervention and the installation of the instrumented baffles around Input Mode Cleaner mirror, to reduce the diffused light, mark the completion of the major works for Phase I of current program for Virgo interferometer evolution.

2016-04 -  
2018-03

### **Business Development Director Europe**

AVERNA

In 2016 Test & Measurement Solutions was acquired by a global player Averno Technologies. From that point my responsibility changed towards the integration of Eastern European structures of Test & Measurement Solutions into an autonomously operating unit of Averno. Apart from that we continued to boosting our sales by bringing complementary expertise to Averno's existing accounts from around the world. Since then,

## Languages

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English



German



Polish



our test & measurement solutions and test stations are delivered globally to tier one players on both sides of the Atlantic.

**2013-03 -  
2016-03**

## **Managing Director**

*Test & Measurement Solutions Group*

At Test & Measurements Solutions I turned around a locally focused entity into a significant member of Test & Measurements Solutions Group, which meant scaling-up sales (up to \$4M) and operations (+50 people and creating second branch in Poland). By the end of 2015 Test & Measurement Solutions in Poland generated more than 30% of the group revenue (mostly from an organically grown customer base).

**2009-01 -  
2013-02**

## **Managing Director**

*CIT Engineering*

As a Managing Director I built up a local presence and awareness of CIT Engineering in Eastern Europe. For 4 years (by the end of 2013) of sales and operational activities CIT grew from a start-up position up to \$2M revenue organization with a healthy and profitable customer base.

**2006-09 -  
2008-12**

## **Silicon & Software Systems**

*System Design Engineer*

At S3 I team worked on the next generation e-Health solutions for tier one medical customers. As a hardware designer I prototyped patient-end gateways and personal data acquisition nodes. At the time I was also involved in business development and sales activities (being engaged in commercial proposals creation process). I took part in pre-sales meetings providing technical support to program managers and sales engineers.

**2005-06 -  
2006-08**

## **Project Engineer**

*CIT Engineering*

CIT Engineering was a pioneer venture focused on test and measurement applications for manufacturing and R&D sector. The company was founded in Belgium in 1992. At CIT Engineering I designed M2M electronics

hardware which was a predecessor of today's IoT concept. The devices I prototyped always consisted of the Internet connectivity feature (either via GSM/PSTN modems or LAN/Ethernet interfaces). The context of the projects was typically related to electrical and non-electrical data acquisition and aggregation. I also acted as an early adopter of ZigBee and Z-Wave standards as well as on-chip ISM band connectivity solutions.

**2004-05-  
2014-08**

### **Technical Author \ Editor**

*Elektronika Praktyczna - an international magazine for electronics designers*

## **Education**

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**2016-10 -  
2017-06**      *Wroclaw University of Economics and Business*  
Postgraduate study - Financial Management

**2013-10 -  
2014-07**      *Warsaw School of Economics*  
Postgraduate study - Financial engineering

**2009-01 -  
2011-01**      *Oxford Brookes University*  
Executive MBA

**2000-10 -  
2005-06**      *Wroclaw University of Science and Technology*  
Faculty of Electronics and Telecommunication

**2002-09 -  
2005-06**      *Student Space Exploration & Technology Initiative (SSETI)*  
Pan-European project driven by students' organizations, supported by ESA and National Space Agencies with a goal to build a micro-satellite.

## **Publications**

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Programmable Ethernet Modules, BTC Publishing House

LabVIEW in practice, BTC Publishing House

Radiation pattern measurements of small, isolated antennas, 2005 IEEE Antennas and Propagation Society International Symposium and USNC/URSI National Radio Science Meeting