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## CV ALEKSANDRA KLEIN (NEĒ JAKUŠENKO)

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ORCID: [0000-0003-4285-1463](https://orcid.org/0000-0003-4285-1463)

Google Scholar: <https://scholar.google.com/citations?user=HmBW9yMAAAAJ>

Residence: Vienna, Austria

Birth date & place: 05.07.88, Riga, Latvia

Languages: English, German, Russian, Latvian

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### ACADEMIC PROFESSIONAL EXPERIENCE

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2025-	Professor of Accounting and Innovation, <b>University of Sustainability Vienna – Charlotte Fresenius Private University (USV), Austria</b>
2025-	Research Affiliate, <b>Vlerick Business School (VBS), Belgium</b>
2025	Instructor/Program Facilitator, Teaching New Teachers, <b>SBA Bocconi, Italy</b>
2022-2025	Assistant Professor (TT) of Management Accounting, Area of Accounting & Finance + Co-Director, Centre for Financial Leadership & Digital Transformation (cFL&DT), <b>VBS, Belgium</b>
2024-	Visiting Lecturer, <b>WU Vienna University of Economics and Business (WU), Austria</b>
2024-	CORD Affiliate, Center for Organization Research and Design, <b>Arizona State University (ASU), USA</b>
2023-	Visiting Professor, Faculty of Economics and Business, Department of Accountancy, Finance and Insurance, <b>Katholieke Universiteit (KU) Leuven, Belgium</b>
2022-2023	Visiting Researcher, Institute for Strategy and Managerial Accounting (IfU), Department of Strategy & Innovation, <b>WU, Austria</b>
2019-2023	Research Affiliate, <b>Stockholm School of Economics (SSE) Riga, Latvia</b> (+ SSE Russia until SSE withdrawal from the Russian market in spring 2022)
2021-2022	Visiting Lecturer, <b>Copenhagen Business School (CBS), Denmark</b>
2019-2022	Assistant Professor (NTT), IfU, <b>WU, Austria</b> (Parental leave 07/2021-09/2022)
2019-2020	Visiting Lecturer, <b>Leuphana University of Lüneburg, Germany</b>
2018-2019	Lecturer and Researcher, Department of Business and Management, <b>SSE Riga, Latvia</b>
2019-2019	Visiting Lecturer <b>WU, Austria</b>
2013-2019	Research and Teaching Associate, IfU, <b>WU, Austria</b> (Parental leave 11/2016-12/2017)
2016	Visiting PhD Researcher, Departments of Accounting & Control and Entrepreneurship, <b>IESE Barcelona, Spain</b>
2015-2016	Visiting Lecturer, <b>University of Applied Sciences (FH) Burgenland, Austria</b>

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### EDUCATION *(incl. student mobility grants/scholarships)*

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2024-2025	Habilitation, Business Administration (Venia Docendi), <b>WU, Austria</b>
2013-2018	Doctoral degree in Social and Economic Sciences (Dr.rer.soc.oec.), <b>WU, Austria</b> Dissertation supervisors: Prof. G. Speckbacher and Prof. C. Lettl
2016-2016	<i>WU Doctoral Mobility Grant</i> (EUR 2,000), visiting PhD, <b>IESE Barcelona, Spain</b>
2010-2012	MSc in Business & Economics + CEMS MIM, <b>SSE, Sweden</b> Thesis supervisor: Prof. K. Wennberg
2011-2012	<i>Erasmus+ Scholarship</i> (EUR 900), exchange semester as part of CEMS MIM, <b>WU, Austria</b>
2007-2010	BSc in Economics & Business, <b>SSE Riga, Latvia</b>
2009-2010	<i>Soros HESP Student Mobility Grant</i> (USD 1,500), exchange semester, <b>State University – Higher School of Economics (SU-HSE) in Moscow, Russia</b>
2007	Matura, Riga Classical Gymnasium, <b>Latvia</b> Recognition, <b>Ministry of Education, Latvia</b>

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### ADVANCED ACADEMIC TRAINING *(incl. travel & training grants/scholarships)*

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2025	The Tripple Connection, simulation trainer certificate, Inchange, online
2024	International Teachers Programme, <b>ITP-Schools, VBS, Belgium</b>
2024	Python Essentials Workshop, <b>American Accounting Association, online</b>
2023	Introduction to Data Science in Python, <b>University of Michigan + Coursera, online</b>

- Introduction to Python for Research, **CARMA Short Courses, online**
- 2022** Accelerated Teaching Track, **VBS, Belgium**
- 2021** Social-Behavioral-Educational Comprehensive Course, *Georgia Tech Train, CITI Program, online*  
Female Talents in Science: #iwant to lead – Workshop, **The Falling Walls Foundation, Germany**
- 2018** Summer School for Public Engagement, **Knowledge Transfer Centre East (WTZ Ost), Austria**  
Marie Skłodowska-Curie Individual Fellowships - Training in Proposal Writing, **FFG, Austria**  
Creative Incubator for Professionals and Academics, *EU Creative Europe Grant (EUR 1,200)*, **Pi School and Art Directors Club of Europe (ADCE), Italy + Spain**
- 2015** Training in Big Data and Data Mining with SAS and R, *WU Doctoral Training Grant (EUR 2,000)*,  
**Global Summer School in Empirical Research Methods, University of St. Gallen, Switzerland**
- 2014** Seminar on Research Methods in Marketing and Management (SEM and HLM), *WU Doctoral Training Grant (EUR 1,200)*, **EDEN Doctoral Seminar of EIASM in Belgium**
- 2014-2020** **Advanced Research and Teaching Training at WU, Austria**
- 2020 Data Analytics Using R Training
- 2018-2019 Female Scholar Program
- 2017-2018 Career Program for Female WU-Scientists
- 2015 Advanced Stata Training
- 2014 Onboarding Trainee Program for Research and Teaching Staff

## RESEARCH PROJECT FUNDING AND GRANTS

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- 2024-2028** **Vlerick Academic Research Grant (ARF)** (EUR 210,000), principal investigator, PhD supervisor, Vlerick-KU Leuven research project “Corporate Culture and Organizational Resilience” covering 4-year PhD Researcher salary (scale 43) and extra-legal benefits, and travel budget)  
**Research partners:** co-supervisor Alexandra Van den Abbeele, PhD researcher Karel Vanherle, PhD committee members Sebastian Firk & Jan C .Hennig
- 2021-2024** **National Science Foundation (NSF) EAGER Grant** (USD 167,690), collaborator, [research project](#) “Assessing the Role of Social Innovation for Resilience in Global Collaborative Research”  
**Research partners:** principal investigator Julia Melkers of Georgia Tech in US (now, Arizona State University, ASU), co-investigator Eric Welch of ASU in US, and collaborators Nicolas Robinson-Garcia of University of Granada in Spain, Richard Woolley of INGENIO in Spain, and Agrita Kiopa of Rīga Stradiņš University in Latvia
- 2020-2020** **Controller Institut (CI) Funding** (EUR 1,800), principal investigator, [research project](#) “Risk Management & Digitalization during Covid-19”  
**Research partners:** co-investigator Evelyn Braumann of Aarhus University in Denmark (now, Vrije Universiteit Amsterdam, Netherlands), co-investigator Arthur Posch of University of Bern in Switzerland (now, CFPU, Austria), consultant Rita Niedermayr of Controller Institut and EY
- 2019-2019** **SSE Riga Funding** (EUR 2,400), principal investigator, [research project](#) “Contemporary Performance Management Practices”  
**Research partners:** co-investigator Isabella Grabner of WU in Austria, Anta Praņēviča of Fontes (now, Figure, Mercer Compensation Survey rep) in Latvia
- 2014-2016** **WU Small-Scale Project Grant** (EUR 1,100), principal investigator, dissertation project “Creativity Meets Performance”  
**Research partners:** collaborator Johannes Newrkla (deceased) and contributor Mercè Segú of the Art Directors Club of Europe (headquartered in Spain)
- 2016-2016** **WU High Potential Contact Weeks** (EUR 3,000), visiting PhD under supervision of Antonio Dávila at IESE Barcelona, Spain

## PRIZES AND AWARDS

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- 2023** Designated as a “**Best Paper**” by the **OB Division, Academy of Management**, s.a., nominee  
**WU Excellence in Research Award for a Star-Journal Publication**, recipient
- 2022** **WU Award for Outstanding Research Achievements**, Department of Strategy & Innovation, recipient  
**38<sup>th</sup> EGOS Colloquium Best Paper Award**, nominee

- Best Reviewer Award 2021, Journal of Management Control**, recipient
- 2020 WU Excellence in Research Award for a Star-Journal Publication**, recipient
- 2019 Dissertation Recognition Award, Dr. Maria Schaumayer Stiftung**, recipient
- 2018 WU Excellent Dissertation Award**, recipient  
**ISPIM Dissertation Award 2018**, finalist
- 2017 WU Award for Outstanding Research Achievements**, Dpt. of Strategy & Innovation, recipient
- 2016 Ars Docendi – Austrian State Award for Excellence in Teaching**. Business Project recipient
- 2015 WU Excellence in Teaching Award**. Business Project, recipient
- 2013 Future Ideas Competition**, winner in category “Public Domain/Societal Innovation”
- 2011 Jane M. Klausman Women in Business District Award of Zonta International**, recipient
- 2010 Bank of Latvia Student Research Paper Competition**, 3<sup>rd</sup> place

## RESEARCH OUTPUT

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### Written output

Articles in academic peer-reviewed journals [AJG/VHB/ABDC ranking]

- Klein, A. (2025). Team structural control and team resilience: An empirical study of creative project-based teams. *Journal of Business Research*, 186, 115002. <https://doi.org/10.1016/j.jbusres.2024.115002> [3/B/A]
- Grabner, I., Klein, A., & Speckbacher, G., 2022. Managing the trade-off between delegation and task interdependence in creative teams: The role of organizational-level cultural control. *Accounting, Organizations and Society*, 101. <https://doi.org/10.1016/j.aos.2022.101347> [4\*/A+/A\*]
- Klein, A., & Speckbacher, G., 2020. Does using accounting data in performance evaluations spoil team creativity? The role of leadership behavior. *The Accounting Review*, 95(4). <https://doi.org/10.2308/accr-52602> [4\*/A+/A\*]
- Speckbacher, G., & Klein, A., 2022. Wie Erfolgsziele Teamkreativität beflügeln. *Controlling & Management Review*, 66(8). <https://doi.org/10.1007/s12176-022-1007-7> [-/C/-]

### Working papers under review [status]

- Braumann, E., Posch, A., & Klein, A., A Survey on Risk-Based Strategic Planning: Evidence from Non-Financial Organizations [under review in 3/B/A]
- Hiebl, M., Klein, A., Posch, A., Narrow-reach institutions and management accounting change [under review in 3/B/A]
- Klein, A., Lindner, T., & Wabnegg, M., Decomposing cost asymmetry: The role of global risk preferences [under review in 3/B/A]

### Monographs

- Klein, A., 2018. Fostering Team Creativity Through Team Potency: The Roles of Use of Objective Performance Evaluation and Transformational Team Leadership in Creative Teams. Doctoral dissertation, Department of Strategy and Innovation, WU.
- Klein, A., & Kalashnikova, A., 2013. Creativity as a Shortcut to Economic Prosperity. Grin Verlag

### Practitioner publications

- Stouthuysen, K., Klein, A., & Oganecian, A. 2025. How Finance Teams Can Succeed with AI. *Harvard Business Review*, (August 8). <https://hbr.org/2025/08/how-finance-teams-can-succeed-with-ai>
- Van Dyck, W., Klein, A., Lauwaert, L., & Swoboda, T. 2024. The Role of Family Planning Technology in Gender Pay Gap Reduction, Vlerick Policy Paper Series #16. Brussels, Belgium: Healthcare Management Centre, VBS. <https://www.vlerick.com/en/insights/could-contraceptive-use-reduce-the-gender-pay-gap/>
- Klein, A., Braumann, E., & Posch, A., 2021. Risk management in the era of digitalization: The role of strategic integration and advanced analytics. White Paper. Brussels, Belgium: cFL&DT, VBS. <https://www.vlerick.com/en/insights/risk-management-in-the-era-of-digitalisation/>
- Grabner, I., Klein, A., & Speckbacher, G., 2022. How a strong company culture enables team creativity. *Strategic Finance*, (August). <https://sfmagazine.com/post-entry/august-2022-company-culture-and-team-creativity/>
- Braumann, E., Klein, A., & Posch, A., 2021. COVID-19 als Impuls für ein effektiveres Risikomanagement: Eine Studie zur Effektivität des Risikomanagements und der Rolle von Digitalisierung in Zeiten von COVID-19. *CFO aktuell*, (3). [https://www.lindeverlag.at/zeitschrift/cfo-aktuell-9/zpe/inhalt/ZPE009\\_14.pdf](https://www.lindeverlag.at/zeitschrift/cfo-aktuell-9/zpe/inhalt/ZPE009_14.pdf)

#### *Contributions to the peer-reviewed conference proceedings*

- Klein, A., Firk, S., Van den Abbeele, A., & Vanherle, K. 2025. Corporate Cultural Diversity and Long-Term Performance: The Role of Employee Ownership. *Academy of Management Proceedings* (2025). <https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.24372abstract>
- Klein, A. 2023. Team Structure for Tough Cookies: Team Resilience in Creative Teams. *Academy of Management Best Paper Proceedings* (2023). <https://doi.org/10.5465/AMPROC.2023.47bp>
- Grabner, I., Klein, A., Patterson, K., & Sedatole, K. L. 2023. Modern Performance Management Practices and the Gender Pay Gap. *Academy of Management Proceedings* (2023). <https://doi.org/10.5465/AMPROC.2023.16885abstract>
- Braumann, E. C., Klein, A., & Posch, A. 2022. Building adaptive capacity: The role of advanced analytics in risk management. *Academy of Management Proceedings* (2022). <https://doi.org/10.5465/AMBPP.2022.13491abstract>
- Klein, A., Lindner, T., & Wabnegg, M., 2019. Implications of prospect theory for the asymmetric behavior of costs. *Academy of Management Proceedings*: <https://doi.org/10.5465/AMBPP.2019.11848abstract>
- Grabner, I., Klein, A., & Speckbacher, G., 2018. Managing the trade-off between delegation and task interdependence in creative teams. *Academy of Management Proceedings*: <https://doi.org/10.5465/AMBPP.2018.14647abstract>
- Klein, A., & Posch, A., 2017. A little change goes a long way: An institutional perspective on change processes in a family firm. *Academy of Management Proceedings*: <https://doi.org/10.5465/ambpp.2017.15716abstract>
- Klein, A., & Speckbacher, G., 2017. The combined roles of team leadership and performance evaluations in creative teams. *Academy of Management Proceedings*: <https://doi.org/10.5465/ambpp.2017.17309abstract>

#### *Working papers and work in progress*

- Braumann, E., Posch, A., & Klein, A., Building adaptive capacity: The role of advanced analytics in risk management [to be submitted in 2025]
- Grabner, I., Klein, A., Patterson, K., Sedatole, K.L., Modern performance management practices and the gender pay gap [to be submitted in 2025]
- Distelmans, T., Klein, A., Martin, M., ESG targets in the CEO compensation: The role of the CEO personal interests
- Vanherle, K., Guasch, M., Klein, A., Employee sentiment before and after IPO: The role of organizational leadership and corporate culture
- Vanherle, K., Firk, S., Hennig, J.H., Klein, A., Van den Abbeele, A. Performative effects of corporate value variety: Role of employee ownership
- Klein, A., Swoboda, T., Van Dyck, W., The role of contraceptive technologies and family planning policies in the gender pay gap.
- Melkers, J., Welch, E., Woolley, R., Klein, A., Robinson Garcia, N., Morales Tirado, M., Social Innovation for Resilience in International Collaborative Research.

#### **Invited presentations**

*At the peer-reviewed, internationally established conferences and workshops (listed chronologically for each year, \* presentation by the co-author, e – expected, role different from research presentation in brackets)*

- 2025: AOM Annual Meeting, EURAM Annual Congress, International Business Ethics Conference (invited panellist), EIASM Performance Measurement and Management Control Conference
- 2024: AAA MAS Midyear Meeting (panel organizer), ERMAC Summer School and Research Conference\*, AOM Journal Paper Development Workshop, EIASM New Directions in Management Accounting Conference
- 2023: AAA MAS Midyear Meeting\*, ERMAC Summer School and Research Conference, AAA Annual Meeting\*, AOM Annual Meeting, International Conference on Science, Technology and Innovation Indicators\*
- 2022: ACMAR, EAA Annual Congress\*, EGOS Colloquium, AAA Annual Meeting, AOM Annual Meeting, EIASM New Directions in Management Accounting Conference
- 2021: AAA MAS Midyear Meeting, ACMAR\*, EAA Annual Congress, EURAM Conference, NORDACC\*
- 2020: AAA MAS Midyear Meeting, AOM Annual Meeting PDW, EIASM New Directions in Management Accounting Conference

- 2019: ACMAR\*, EAA Annual Congress, ERMAC Summer School and Research Conference, AOM Annual Meeting\*, AAA Annual Meeting, EIASM Performance Measurement and Management Control Conference, ENROAC+MCA/MARG+MCA Joint Conference
- 2018: AAA MAS Midyear Meeting, ERMAC Summer School and Research Conference, IV World Congress of Latvian Scientists, EGOS Colloquium, IB Finance PDW\*
- 2017: AAA MAS Midyear Meeting\*, ERMAC Summer School and Research Conference, AOM Annual Meeting
- 2016: ACMAR, ERMAC Summer School and Research Conference, EGOS Colloquium
- 2015: EGOS Colloquium, International CINet Conference, EIASM Performance Measurement and Management Control Conference, ENROAC+MCA/MARG+MCA Joint Conference

*At the international advanced schools*

- 2023: SSE Riga Open Workshop in Business and Management Studies, Latvia
- 2022: University of Groningen Accounting Research Seminar, Netherlands
- 2020: KU Leuven & VBS Research Seminar in Management Accounting, Belgium; WHU IMC Research Seminar, Germany
- 2018: SSE Riga Open Workshop in Business and Management Studies in Latvia, EFI Research Seminar, Politecnico di Milano, Italy
- 2015: Creativity & Innovation Mgmt. Community Workshop, University of Twente, Netherlands
- 2014: Entrepreneurship, Culture, Finance & Ec. Development Workshop, University of Klagenfurt, Austria

*At the events for practitioners*

- 2025: GRC Day 2025 (invited panelist)
- 2024: ISACA Belgium New Year Networking Event, Vlerick Women in Leadership Event: Family Planning Technology and Gender Pay Gap, Vlerick Progress Club, Vlerick Annual Alumni Reunion
- 2023: Vlerick Progress Club, Vlerick Annual Alumni Reunion, Vlerick cFL&DT Webinar
- 2021: Fontes Baltics Webinar Series
- 2019: SSE Riga Alumni Discussion Club, SSE Riga Mentor Club, Annual Fontes Compensation Event

## **SERVICE TO THE ACADEMIC COMMUNITY**

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### **Service for the peer-reviewed academic journals**

- **(Ad-hoc) reviewer:** Accounting and Business Research since 2021, The Accounting Review since 2021, European Accounting Review since 2023, Journal of Business Research since 2025, Journal of Management Control since 2020, Junior Management Science since 2025, Management Accounting Research since 2021, Multinational Business Review since 2022, Psychology Research and Behavior Management since 2023
- **Editorial Board Member:** Junior Management Science since 2025

### **(Ad-hoc) reviewer for the peer-reviewed academic journals**

- Psychology Research and Behavior Management since 2023
- European Accounting Review since 2023
- Multinational Business Review since 2022
- Accounting and Business Research since 2021
- The Accounting Review since 2021
- Management Accounting Research since 2021
- Journal of Management Control, since 2020

### **Professional societies and related academic conferences**

- AAA, active member since 2018, reviewer/discussant/moderator at the Annual Meeting since 2019
- AAA MAS, active member, reviewer/discussant at the AAA Midyear Meeting since 2018, Midyear Meeting track chair in 2022, international committee member since 2022
- AOM, active member, reviewer/discussant/moderator at the Annual Meeting since 2016
- EAA, active member, discussant/moderator at the Annual Congress since 2019
- EURAM, active member, discussant/moderator since 2021, HRM track chair since 2025
- EIASM, discussant/moderator at the Performance Measurement & Management Control Conference since 2019, discussant/moderator at the New Directions in Management Accounting Conference since 2020

### Department/university service

- Department Committee Member, Department of Strategy and Innovation, WU, 2020-2022
- Disciplinary Committee Member, Vlerick, 2023-2024
- DEI Committee Deputy Chair, Examination Committee Member, USV, since 2025

### TEACHING: COURSES TAUGHT (in the last seven professional years accounting for two parental leaves)

Since entering the academic world, I have combined research and teaching, which has often involved active collaboration with other research and corporate partners, such as large MNCs, NGOs, regional SMEs and emerging companies, including social and circular businesses.

Since 2025, I have been teaching at **USV** in the Bachelor's in Business Administration and Master's in Management programs (in German and English), covering the following courses:

- Strategic & Functional Management in International Companies (bachelor)
- Applied International Management (bachelor)
- New Developments in Management Accounting (bachelor)
- Sustainable Business Simulation (bachelor)
- Sustainability Project (bachelor)
- Quantitative Research Methods (master)

In 2025, in a group of colleagues from renowned European Universities and Business Schools, I have co-developed and taught in a newly launched *Teaching New Teachers* program at SDA Bocconi aimed at developing teaching and facilitation skills in business schools.

Between 2022 and 2025, I taught the following courses in various master and executive programs at **Vlerick** (in English):

- Introduction to Financial Accounting, Master in General Management & Master in Financial Management
- Introduction to Cost Accounting, Master in Financial Management
- Strategic Management Accounting, Master in General Management
- Financial & Strategic Management Accounting, Master in International Management & Strategy
- Consulting Bootcamp: Creative Problem-Solving module, mixed masters
- Hackathon, Master in Business Analytics and AI
- Leading Innovation: Organizing for Innovation module, Executive Open Program
- Creativity Toolkit, various Executive Customized Programmes

At **WU**, I was involved in the development and implementation of bachelor's (BaWiSo in German and + BBE in English) and master's programs (MSc in Strategy, Innovation, and Management Control - SIMC; CEMS MIM since 2024):

- Financial and Managerial Accounting in International Context (CEMS, auf Englisch, 2024)
- Business Project (bachelor & master, in English, 2015-2021)
- Starting@WU (bachelor, in German, 2020-2021)
- Strategic Business Analytics and Investment Decisions (bachelor, in English, 2019-2021)
- Strategy and Managerial Accounting (bachelor, in English and German, 2018-2020)
- WU-GSOM ISU Russia 2019: Strategy and Innovation Challenge (bachelor & master, in English) – International Summer University (ISU) with the Graduate School of Management, St. Petersburg University

At SSE Riga, I taught the following bachelor's courses and executive education training programs (all in English):

- Creativity and Innovation (executive, 2019)
- Creative Problem Solving (executive, 2019)
- Business Leadership Skills (bachelor, 2018-2019)
- Project Management (bachelor & executive, since 2019)

Since 2021, I have occasionally taught a master's course in Financial Statement Analysis (in English) at **CBS** as part of the annual International Summer University Program.

As an external lecturer at **Leuphana**, I have developed and conducted several research seminars for the Business Administration program in Sustainable Management Accounting (all in English):

- The Effects of Management Control Systems on Organizational Creativity (bachelor, 2019-2020)
- Gender Bias in Management Accounting Practices (bachelor, 2019-2020)

At the end of 2015, I developed and co-supervised an introductory course in Financial Methods (in English) for the Master's program in Cloud Computing at the **University of Applied Sciences Burgenland**.

## **SUPERVISING AND MENTORING ACTIVITIES**

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### PhD (Co-)Betreuung

- Emma Willems, doctoral committee member, defense at 26.03.2025
- Karel Vanherle, main supervisor @Vlerick, co-supervisor at the KU Leuven

### Bachelor and master thesis/research project (co-)supervision

- Since 2024, supervising executive MBA theses at WU (1 completed)
- 2023-2024, supervising in-company projects as a part of master programs at VBS (10 completed)
- 2013-2022, (co-)supervising bachelor theses as part of WU Bachelor's Program in Business, Economics and Social Sciences (>20 completed)
- 2013-2022, (co-)supervising master theses as part of the Master in Strategy, Innovation and Management Control at WU (8 completed)
- Since 2018, supervising/examining bachelor and executive MBA theses at SSE Riga (bachelor, executive)
- 2020-2023, supervising/examining executive MBA theses at SSE Russia
- 2020, research project co-supervisor within CentER Honors Research Experience at Tilburg University

### Voluntary mentorship

- 2022, teaching Ukrainian children (and their parents) German within the confines of viaGerman initiative
- 2014 and 2015, participating in Volunteering@WU program (in collaboration with Caritas Vienna and REWE International) as a "learning buddy" for socially disadvantaged youth/children
- Since 2015, participating in SSE Riga student mentoring program as a mentor for bachelor students

## **OTHER (NON-ACADEMIC) PROFESSIONAL EXPERIENCE**

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### **01/2013- Deutsche Bank, Germany**

**10/2013** Associate in Deutsche Bank's Group Management Consulting. Engaged in several projects at the bank on operational and strategic topics, dealing with compliance and restructuring matters. Taking over project management office responsibilities, often reported directly to the senior management.

### **2005-2012 Various temporary engagements**

Finance (Astor Capital in Russia; AG Capital in Latvia), market research and content curation (SSE Riga, S4K Research in Latvia/Sweden; remote: Fair Observer, Gateway Baltic, Euromonitor Int.), accounting (Astrop, SEDL in Latvia), consulting (LynxEye, Avalon Innovation, Unilabs in Sweden), social business (The Grameen Creative Lab in Germany; SSE Riga Business Lab in Latvia)

September 2025