ANDRZEJ WOJNAROWSKI

HEAD OF STRATEGY AND TRANSFORMATION

Remote work · Business travel · Wroclaw, Poland
wojnarowskiadvisory@gmail.com · linkedin.com/in/wojnarowskiandrzejjacek
www.andrzejwojnarowski.com

PROFILE

I am a strategy and transformation leader with 12 years of experience across industries, international markets and consulting and corporate environments. I combine analytical rigour, curiosity and systems thinking to shape coherent initiatives aligned with business priorities and the people delivering change. Over the past three years, I have been on a (very!) intensive self-development journey, attending various trainings and conferences to find inspiration for more optimal and sustainable approaches to lead myself and transformations. I am developing AI-enabled approaches to research, problem-solving and transformation delivery to help teams work faster, simplify collaboration, strengthen decision quality and achieve better results with fewer resources. I warmly invite you to get in touch to explore how we could work together.

PROFESSIONAL EXPERIENCE

Just Eat Takeaway.com (Prosus portfolio company) · Food delivery marketplace
Jan 2020 – Present · Remote (Amsterdam HQ employee)

Global Head of Strategy and Transformation

Head since May 2024. Previous role: Senior Manager, Strategy & Transformation.

- **M&A and business integration.** Supported the €7.4bn Just Eat–Takeaway.com merger across operating model, finance, risk and benefits workstreams. Managed the relationship with a Big Four advisory firm and nearly €15m advisory contract; led Practi POS and Flyt integration and the handover from the advisory firm to JET
- **Portfolio restructuring.** Led market closures across Portugal, Norway, Romania, France, New Zealand, Australia, Denmark and Bulgaria, plus the Practi POS business (IL, UK). Programmes affected thousands of staff and couriers; aligned people, operational, legal and financial workstreams
- **Technology transformation.** Led Bistro.sk and Just Eat for Business tech platform migrations, aligning business and technology with strategic goals and target operating models, shaping transformation roadmaps, addressing challenges and coordinating readiness assessments through to go-live
- **Growth initiatives.** Assessed reusable packaging as a new business line and quantified its commercial potential. Evaluated the growth potential of collection and pick-up orders, using market and logistics analysis to shape country growth strategies and inform key Executive Committee decisions
- **Regulatory change.** Assessed Single-Use Plastics Directive (SUPD) rollout impacts on business, operations and partners in Germany, the Netherlands and a global quick-service restaurant chain. Audited Corporate Sustainability Reporting Directive (CSRD) strategy and delivery for ExCo; identified gaps leading to re-set of the initiative
- **Team and capability development.** Managed up to 4 direct reports; helped scale the function from 5 to nearly 20. Recruited leaders; coached and supervised team members leading payroll, analytics and AI projects

Independent consulting practice
Selected project engagements · Poland

Independent Strategy Consultant

- **Biotechnology investment due diligence.** For a confidential investment fund, led commercial due diligence: assessed addressable markets, go-to-market strategy, pricing and competition; challenged five-year revenue forecasts, commercialisation risks and distribution terms
- **Other independent advisory projects include:**
  - Confidential PE fund: advised on a veterinary-clinic roll-up (2021–22)
  - Privately owned business in sports retail: financial review and restructuring advice (2016–18)
  - Privately owned business in primary education edtech: finance, processes, owner coaching / mentoring (2021–22)

d = days · all durations in days

LEADERSHIP AND CHANGE
Co-Active Leadership Experience · 2026 · 3d
Maxwell Leadership School · 2025–26 · 10d
Tao of Leadership · 2025 · 2d
Prosci Change Mgmt. Practitioner · 2021 · 3d
JET Foundations of Leadership · 2021 · 2d

COACHING AND MENTORING
Unlocking Leaders, Coaches Rising · 2026 · 3d
Generative Coaching Foundations · 2026 · 4d
Team Coaching LAB · 2025–26 · 8d
AoEC Executive Coaching Diploma · 2025 · 8d
CoachWise Mentoring Essentials · 2025 · 2d
Advanced Provocative Coaching · 2025 · 12d
Provocative Coaching Style · 2024 · 3d
Provocative Coaching Foundations · 2024 · 2d

FACILITATION AND TRAINING
Pathways Facilitation School · 2026 · 9d
CoachWise Facilitation Essentials · 2025 · 2d
SET Business Trainer School · 2025 · 18d
Coaching Supervision · 2025 · 0.5d
Men's Circles Facilitator Training · 2024 · 6d

INTERIM MANAGEMENT
Inwenta Interim Mgmt. Master Class · 2026
Morning Coffee with Inwenta · 2025–26
XV SIM Interim Mgmt. Conf. · 2026 · 1d

COMMUNICATION AND RESILIENCE
NVC at Work & in Business · 2026 · 6d
SWPS Crisis Intervention · 2026 · 2d
Nonviolent Communication Basics · 2025 · 6d
SWPS Mediation Training · 2025 · 6d
Creativity & Improvisation · 2024 · 3d

AI AND DIGITAL BUSINESS
AI Architect of Tomorrow · 2026 · 2d
Product Builders Day · 2026 · 0.5d
AI_Managers Conference · 2026 · 1d
AI Processes of Tomorrow · 2025
AI_Sales: AI in Sales · 2025 · 6d
AI Ready HR: AI in HR · 2025 · 6d
Skills for Tomorrow by Google · 2025 · 3d
10xDevs 2.0: AI-assisted Coding · 2025 · 5d
AI_marketers: AI in Marketing · 2025 · 6d
AI Product Heroes · 2025 · 5d

STRATEGY & COMMERCIAL
Livespace CRM Masters School · 2025 · 2d
Business Profitability Strategy · 2025 · 1d
Founder Compass · 2025 · 2d

DISTINCTION
EY Financial Challenger (M&A) · Finalist · 2015

I consent to the prospective employer receiving this application processing any personal data I voluntarily provide beyond the scope required by the Polish Labour Code, solely for this recruitment process, under Article 6(1)(a) of Regulation (EU) 2016/679 (GDPR) and Article 22[1]a of the Polish Labour Code. I may withdraw my consent at any time without affecting the lawfulness of processing carried out before withdrawal.

PROFESSIONAL EXPERIENCE CONTINUED

3H Partners · Strategy consulting boutique
May 2016 – Dec 2018 · Remote + Multiple countries
Business Strategy Consultant → Engagement Manager

- **Commercial strategy.** Assessed four business units of a leading animal health pharmaceutical company to shape Account Management Excellence, a shift to consultative selling. Developed the go-to-market strategy for a new business unit in France
- **Sales transformation.** Designed customer segmentation and targeting, sales processes and engagement tools; redesigned territories and embedded the model through sales force training and field coaching
- **Regional scaling and sales organisation.** Scaled the model from Poland to 7 other countries (CZ, SK, HU, GR, RO, IL, RU); travelled 100k km/year

L.E.K. Consulting · Global strategy consultancy
May 2015 – May 2016 · Remote from Wroclaw for Munich, Paris and London offices
Associate

- **Investment decision support.** Supported buy-side and sell-side commercial due diligence - assessing markets, competition and business plans through quantitative and qualitative research and analysis: expert interviews, market reports and primary sources - delivered market models and report sections
- **Sector and company scale.** Covered vinyl flooring (>€750m revenue), chemicals (>€200m), cosmetic packaging (>$100m), professional audio (c. €100m), Turkish healthcare (>€25m) and medical devices (c. €100m)
- **Business and client development.** Screened companies to identify prospective clients. Prepared proposals for RFPs and client development. Analysed the smart home market for L.E.K.'s "Executive Insights" publication

Arup · Infrastructure strategy and advisory
Mar – Dec 2014 · Warsaw
Associate Analyst

- **Leading Polish airport operator.** Supported the lead consultant's strategic review of the client's portfolio through research, data analysis and modelling; assessed assets and funding needs, trained client teams and presented findings
- **Waste management.** Independently led modelling for a Top 5 Polish city's metropolitan waste service; identified cost and revenue potential via logistics redesign, pricing, supplier changes and stronger internal controls

Quest Change Managers · Management training and consulting
2013 · Warsaw
Business Development Manager – Career Launch Academy (AKADOS), Warsaw Region
Supported the local management-training offer through customer outreach, marketing, sales and workshop organisation for students and graduates.

FORMAL EDUCATION

SGH Warsaw School of Economics, Warsaw

- M.A. Finance & Accounting (Corporate Finance), 2014–16 – 4.5/5.0
- B.A. Finance & Accounting (Corporate Finance), 2011–14 – 4.5/5.0
- Three postgraduate diplomas, 2014–15:
  - Business Valuation – 5.0/5.0
  - Alternative Sources of Financing – 5.0/5.0
  - Value-Based Management – 5.0/5.0

Kozminski University, Warsaw

- Postgraduate Data Science & Big Data in Management, 2018–19 – 4.0/5.0

WSB Merito University, Wroclaw

- Postgraduate Business Coaching, 2024–25 – 5.0/5.0

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CONFERENCES AND EVENTS

International Wargaming Conf. · 2026 · 3d
Sales Excellence Cafe · 2026 · 0.5d
Startup WRO Meetups · 2026, 2025 · 1d
People Culture TechFest · 2026 · 1d
Mobile Trends Conference · 2026, 2025 · 4d
Accountability Culture Congress · 2026 · 1d
I Love Marketing & Technology · 2025 · 1d
Pitch MeetUp: Startup Funding · 2025 · 1d
Online Marketing Camp · 2025 · 2d
WaysConf: Product Management · 2025 · 2d
Evolutions Meetup & Showcase · 2025 · 2d
Forum G2 · 2025, 2024, 2022 · 4d
Founders Mind · 2025, 2024 · 2d
Infoshare: Tech & Business · 2025 · 2d
Tigers United X: Business AI · 2025 · 1d
European Economic Congress · 2025 · 3d
Made in Wroclaw Conference · 2024 · 1d
Provocative Approach Congress · 2024 · 3d
Wroclaw NATO Security Summit · 2023 · 2d
PL in ML: Machine Learning Conf. · 2018 · 3d

PROFESSIONAL COMMUNITIES

ICF Coaching Week · 2026, 2025
Coaching Discussion Club · 2024–25
SGH Business Valuation Club · 2013–14
SGH Coaching Conference PR · 2013
SGH Coaching Society · 2013, 2012

OTHER PROFESSIONAL DEVELOPMENT

– Self-directed learning: via YouTube, webinars, books and audiobooks
– Gallup CliftonStrengths Top 5: Strategic, Learner, Achiever, Focus, Individualization
– 16Personalities: ENTJ-A (Commander)

LANGUAGES AND TOOLS

Polish · Native; English · Proficient
French · Intermediate; unused for years
Excel, PowerPoint, Google Workspace, think-cell, Asana. Agentic AI tooling: Claude Cowork, ChatGPT Work

PERSONAL DEVELOPMENT

150h+ coaching and mentoring · employer-funded and self-funded
Conscious Man festival · 2026, 2025, 2024
Mindfulness-Based Stress Reduct. · 2026 · 2d
Various workshops by Masculinum foundation and others · 2020–2026 · 10d+
Interpersonal Development Training Psychoeducation Lab (LPS) · 2025, 2024 · 10d
Expand the Box retreat · 2024 · 5d
Vipassana Meditation Retreats · 2024, 2022, 2019, 2019 · 10d + 3 × 3d
Men's circles · ongoing over several years

BEYOND WORK

Outside work, I'm curious about depth psychology, relationships, geopolitics and military affairs. I enjoy thoughtful conversations and exploring different perspectives, and staying active through varied exercise. Personal growth, meaningful connections and physical wellbeing are important to how I live.

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