

CURRICULUM VITAE

1. **Family name:** Baltacs
2. **First names:** Janis
3. **Date of birth:** May, 12, 1957
4. **Nationality:** Latvian
5. **Education:** University



Institution [Date from - Date to]	Degree(s) or Diploma(s) obtained:
September 1975 to June 1980	Civil engineer, road and bridge construction, Riga Technical University
1994 - 2008, multiple short term	<p><i>CMC award of Certified Management Consultant qualification (The International Council of Management Consulting Institutes)</i></p> <p><i>CIAA (Confederation des industries agro-alimentaires de l'UE) training course for consultants of food companies.</i></p> <p><i>Governing Board of the Institute of Quality Assurance (IQA), International Register of Certified Auditors (IRCA), International Auditor and Training Certification Association (IATCA); Quality Management System Auditor / Lead Auditor Certificate;</i></p> <p><i>ForumSyd (Sweden); Assessment and development of organisations, Management of change;</i></p> <p><i>Megapesca (Portugal); Hazard Analysis and Critical Control Points (HACCP) and self control systems;</i></p> <p><i>Freedom House (USA); six week visiting fellow program in organisation management and fundraising.</i></p> <p><i>COWI Consult (Denmark) / European Bank of Reconstruction and Development (EBRD); Company environmental assessment;</i></p> <p><i>Ramboll (Denmark); Company diagnosis, Strategy planning, Export skills development;</i></p> <p><i>GTZ and Luso Consult (Germany); Goal oriented planning, Moderation and Presentation;</i></p> <p><i>Helsinki University Knowledge Services (Finland); Company Analysis and Industry Sector review;</i></p> <p><i>Phare SME Development Program in Latvia (Durham University Business School and Segal Quince Wicksteed Ltd.); Strategic Analysis, Financial Key Ratio Analysis, General Business Analysis.</i></p>

6. **Language skills:** Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Latvian (mother tongue)	1	1	1
English	1	2	2
Russian	1	2	2
German	4	4	5

Curriculum vitae**7. Membership of professional bodies:**

Member of Association of Latvian Business Consultants
 Member of the Board of Latvian Cray-fish and Fish Breeders Association
 Chairman Latvian Rural Forum

8. Other skills: (e.g. Computer literacy, etc.)

Computer literacy: Lotus Smart Suite, MS Office, Lotus Notes, MS Visio, Open Office Suite in Windows and Linux operating systems.

9. Present position: free-lance consultant / auditor

Years within the firm: thirteen years practice as free-lance consultant.

10. Key qualifications: (Relevant to the project)

Designing and implementation of quality management systems and food safety / self-control systems (ISO 9001, HACCP, BRC, ISO 22000). Auditing of Management Systems.

Management and Quality consulting / counselling; functional assessment and evaluation of organisations, problem identification, diagnosis and needs assessment, goal oriented planning and implementation of change, financial management and costing, project development and management.

Designing and running of training programs for entrepreneurs and NGO managers, internal auditors.

Training of trainers (business consultants, NGO trainers)

Auditing of Quality Management Systems on behalf of Bureau Veritas Latvia (more than 380 on-site audits).

11. Specific experience in the region / subject:

Country	Date from - Date to
Latvia	1998 – 2009 multiple projects on development of food safety systems and HACCP systems; bakery Jelgavas maiznieks; HACCP system, dairy Rigas Piensaimnieks SIA, EFSIS Food Safety system (co-consultant), CIDO SIA; HACCP system development, Meat processor Rigas Miesnieks a/s; HACCP training, confectionary Laima a/s HACCP training, Meat processor Marno SIA; HACCP system, Starch manufacturer Aloja Starkelsen SIA; HACCP system, Brewery Livu alus; ISO 22000 fsm system, Poultry producer Jaunzeltini SIA; ISO 22000 fsm system, sugar company Jelgavas cukurfabrika a/s; ISO 22000 fsm system, Meat processor Jelgavas miesnieks SIA; ISO 22000 fsm system, bakery Fazer Latvia SIA; ISO 22000 training, BRC auditor training, Royal Unibrew (beer and soft drinks); ISO 22000 internal auditor training together with Bureau Veritas Denmark.
Latvia	1996 – 1997; member of a Steering Committee for Megapesca project (Fishery sector in Latvia), World Bank and EU project management unit
Russia, Taganrog	1997 consultant for Taganrog brewery in development of self-control system and development plan. GTZ (Germany)
Latvia	1995 – 1996 co-ordinator and trainer for EU Phare funded project; development of food safety systems (Megapesca, Portugal)
Portugal, United Kingdom	1996 consultant for a group of food company managers on their study trip to Portugal and UK (dairies and retail chains; Tesco, J.Sainsbury's)

More detailed description of most recent and relevant experience

Auditing of Quality Management Systems on behalf of Bureau Veritas Certification Latvia (2000 – current).

Role: Acting as subcontracted Lead auditor of Bureau Veritas Latvia in certification and surveillance audits according to ISO 9001 requirements. Planning of audits, co-ordination of audit team on site, reporting. Audit experience: over 380 on-site audits. Clients include Latvian, Russian as well as English speaking companies.

Consulting of entrepreneurs and management level of organisations (1995 – current).

Consulting and assistance in developing management systems and food safety systems, including training for company management. Consulting projects usually last for 6-18 months and often is done by small team of consultants. Clients include Latvian, Russian as well as English speaking companies.

Training. In-company trainings as part of food safety system development projects (HACCP principles, self-control systems, ISO 22000 requirements). Training of internal auditors (ISO 22000, BRC and HACCP). Computer skill development training (both as a stand alone product as well as part of consulting projects).

Experience of work with government institutions.

Extensive **training for Food and Veterinary service** inspectors in Latvia (2006).

Role: Local trainer and interpreter for EU experts.

Experience outside Latvia.

Consultant and interpreter for food company management exchange of experience visits and study tours; USA, Portugal, United Kingdom, Finland, Denmark.

Assessment and consulting for development of management and food safety systems of brewery in Taganrog, Russia.