

**How to place an Employment Ad in the Post**

- **In Person** (bring your ad to our office at 34 Lesya Ukrainka Blvd., 4th floor, Room 401 from 9:00 a.m. to 6:00 p.m. Ask for Vladimir Kharitonenko).
- **By Fax, Phone or E-mail**  
Send a fax to 254-3113 or call 496-1111. e-mail: volodya@kppublications.com
- **Mini Resume**  
Send us a brief CV and we'll run it in 2 issues of the Post for only Hr 50. Please stop by at "Vash Dom" agency, Triokhsiviatelska St. 3 to drop off your CV.  
Tel: 228-4010

**STAFF STANDARD**

For confidential consideration, please send your resume to **STAFF STANDARD** by fax 517-0859, 517-1463, by e-mail: stafstan@adamant.net or to Kyiv 02002, PO BOX 326.  
!!! Welcome to our new site [www.stafstan.com](http://www.stafstan.com) !!!

<b>NATIONAL KEY ACCOUNT MANAGER (Multinational FMCG Company)</b>	- University Degree, Good command English, minimum 4 years of experience in a consumer product sales and/or marketing organization with at least 2 of this years in a senior positions. Successful experience working within a team environment that includes cross-functional resources/departments.
<b>DIVISION SALES MANAGER (1/2 OF UKRAINE) (Multinational FMCG Company)</b>	- University Degree, Male aged under 35, 3+years of relevant work experience in foreign company on the position not lower then RSM, good command of English, valid driving license.
<b>MARKETING MANAGER (INDUSTRY) (Foreign Production Company)</b>	- University Degree, Male aged under 35, good command of English, 2+years of relevant work experience. Main responsibilities: Market Analysis, Planning, Budget Control, Customer Relations, etc.
<b>FINANCE CONTROLLER (Multinational FMCG Company)</b>	- University Degree (Finance & Control)/MBA, aged under 35, 2+years of relevant work experience, knowledge of GAAP, experience in Finance and Control, experience with Information Systems, fluent English.

**ExecuSearch International** **POWERFACT HR CONSULTING**

Tel.: (044) 228-7103, 228-7444, (067) 784-2704; Fax: (044) 228-2059; [info@powerfact.com.ua](mailto:info@powerfact.com.ua)

- ◆ **General Manager** (processing plant in Southern Ukraine, international company)
- ◆ **Investment Consultant** (degree in Finance/Economics, experience in investment projects & research work)
- ◆ **Training & Development Manager** (multinational company; 3+ years of experience in HR related field)
- ◆ **Sales and Marketing Manager** (international company, experience in project / tenders management for electro/telecom equipment, traffic/transportation area, strong managerial skills)
- ◆ **Logistics Manager** (international company, experienced in Logistics, Customer Service, Inventory Management within a subsidiary or Ukrainian company, strong leadership skills)
- ◆ **Business Development Manager** (real estate international company, experience in real estate development projects)
- ◆ **Key Account Manager** (technical background in automation, sales of automation and control systems)  
For all vacancies English is a must

**RECRUITMENT**  
PERSONNEL AUDIT  
ASSESSMENT/DEVELOPMENT CENTERS  
OUTSTAFFING  
STAFF LEASING  
OUTPLACEMENT

See all 58 current vacancies at: [www.powerfact.com.ua](http://www.powerfact.com.ua)

**...High quality personnel search and selection. First class service.**

Our client, Transnational German Company (one of the three largest world agricultural traders), being on the stage of intensive development, is searching for:

**Financial Controller**  
University degree (economic, ACCA - preferably), 1+ years experience in western company, report consolidation (GAAP), administrative experience, male, under 35 years, fluent English, readiness to work in the region of Ukraine (Vinnitskaya obl.), 2 years contract.  
E-mail your CV (Code KP\_FC - 410)

**Corporate lawyer**  
University degree (spec.), 1+ years experience in commercial law, fluent English, under 30 years, hardworking, careful, good analytical skills, team player.  
E-mail your CV (Code KP\_YU - 710)

Tel.: (044) 537-06-05, fax: (044) 228-07-58, e-mail: [office@humanfactor.com.ua](mailto:office@humanfactor.com.ua)  
[www.humanfactor.com.ua](http://www.humanfactor.com.ua)

A foreign manufacturing company for Grain storage and drying equipment is seeking a **sales person** who has a background in agricultural field and possess sales talent and computer skills. Auto CAD knowledge is a plus. English is a must.

Send your resume by fax to:  
**+380-44-259-9113**  
or by e-mail to:  
**grain21@rambler.ru**

**BILLA**

**Assistentin der Einkaufsabteilung** gutes Deutsch, MS Office, Alter bis 30 Jahre, motiviert, engagiert, verantwortungsvoll

**Wir bieten Ihnen eine entsprechende Ausbildung und Entwicklungsmöglichkeiten.**

Wenn Sie an dieser Position interessiert sind und über gute Deutschkenntnisse verfügen, senden Sie bitte Ihre Bewerbungsunterlagen (Lebenslauf, Zeugniskopien)

an die Faxnummer: **8 044 490 24 99**  
oder via E-Mail: [billa@ua.billa.co.at](mailto:billa@ua.billa.co.at)  
Tel. **8 044 490 24 44**  
**8 044 490 24 42**

**MICHELIN**

The world's leading tyre manufacturer continues to expand in Ukraine  
As part of this expansion we have immediate vacancy for

**CHIEF ACCOUNTANT**  
in our representative office in Kiev

We offer:

- Satisfying and interesting work
- Professional training
- Attractive salary and good work conditions
- A career opportunity in a major international company

We require:

- High Education
- Age 25 to 35
- 2 to 3 years of experience in similar position
- Good knowledge of Ukrainian bookkeeping norms and IAS
- Good knowledge of informatics, SCALA
- Experience in import/export operations
- Fluent French or English is a must

If you wish to be considered for this position please e-mail your C.V. in Russian to:  
[Michelin\\_RTC@svitonline.com](mailto:Michelin_RTC@svitonline.com) (Ref. CA)

**GENDER COORDINATOR**  
International Technical Assistance Organization

Directing project activity that promotes gender awareness and equality in programming with the Ukrainian Parliament including gender impact policy analysis and legislative drafting.

Political Science, Public Administration or relevant degree; Knowledge of Gender Issues in Ukraine and of parliamentary operations; word processing skills, Ukrainian and English required.

E-mail [maryna@iupdp.kiev.ua](mailto:maryna@iupdp.kiev.ua) for position details. Jan 19 deadline for submission of CV and letter of Intent in Ukrainian and English.

**mfk** MFK is one of the largest Ukrainian investment banks, focused exclusively on providing high-quality full-service brokerage and counseling in the Ukrainian market.

**SENIOR FINANCIAL ANALYST**

What we look for:

- Experienced professional with a deep understanding of Ukrainian equity market
- Finance/Economic background
- CFA candidate (2-3 level) / CFA shareholder
- Fluency in spoken/written English is required
- Ability to work independently and dedication to work are essential

Responsibilities:

- Leading a Telecommunications / Oil&Gas segment of our analytical department
- Creating a framework for valuation and monitoring of equity investments

What we offer:

- The challenging task of shaping a new research sector within the company
- Stimulating working environment of motivated young professionals
- Competitive salary & bonus program (participation in the company's mutual fund for employees, bonus program based on company's year-end financial results)

Please send your CV or contact for more details  
Ms. Marina Dovbenko, mailto: [kkryve@mfk.kiev.ua](mailto:kkryve@mfk.kiev.ua), [vnimanie@ukr.net](mailto:vnimanie@ukr.net)

**Materialise**

Our Client, Materialise ([www.materialise.com](http://www.materialise.com)) is a high-tech company with several subsidiaries in Europe, Asia and the USA, employing over 300 people in 4 divisions. Materialise is leading the world of software development for Rapid Prototyping applications and Design Collaboration and is a key player in the European rapid prototyping services market. The company also ranks first in the medical market by developing software that combines CT-scanning with Rapid Prototyping, CAD and implant technology. The design products division concentrates on the development of rapid manufacturing and is most consumer-oriented. The solutions and services provided by Materialise are most recommended in the industry, in medicine and dentistry.

For the growth of Materialise Ukraine it is looking for a

**Country Manager Ukraine (BV 2167)**  
**(Software Development Unit)**

You will be responsible for the Software Development Unit in Ukraine. Besides your responsibilities regarding HR and financial policies, you will mainly manage the unit's operation, follow up results, introduce improvements and follow up communications with headquarters in Belgium. You speak English and Russian/Ukrainian fluently. You are an enthusiastic people manager with a thorough technical knowledge who feels at home in a high-tech software environment. A university degree in a technical field (or equal by experience) and experience in a management position and/or software development management position are required.

If you are ready to apply your experience and knowledge at this position, please, send your CV and salary expectations to Personnel, indicating code BV 2167.

**Recruiting Agency Personnel**  
Tel. 461 79 72 (serial), E-mail: [cv@personnel.kiev.ua](mailto:cv@personnel.kiev.ua)

**HILL**

Our client is a worldwide recognized servicing company with more than 170.000 employees in more than 200 countries. In connection with optimizing its business in Ukraine and in order to install relevant reporting and accounting processes in the local subsidiary the company is looking for:

**Head of Accounting / Reporting**  
**Team responsible financial manager**

As a leader of a team of 4-6 specialists, you will ensure day-to-day accounting process according to the group policy and Ukrainian tax laws. Your duties will be centred on the management of accounts receivables/payables and on organisation of the effective and adequate work of your accounting team. In addition you will prepare group reports on monthly basis and establish financial statements for the head office based in Austria. Also you will be responsible for time accurate VAT reporting and controlling of the yearly budget process. The successful fulfilment of your tasks will be connected with efficient team management and reliability.

For this challenge we are looking for an open-minded, accurate and communicative person with an in-depth knowledge of accounting and fiscal law. A university degree in economics/finance/audit, a relevant working experience in the accounting field (at least 2 years at a managerial position) and good command of English are required. In the ideal case you have already been working in the international environment as a head of accounting/financial manager. Your place of work will be located in Kiev.

We offer you a competitive compensation and good perspectives for both professional and personal development. It is your opportunity to become a part of a successful, international company, well known for its high standards and worldwide acknowledged brands. Please send your application papers to:

**HILL International Ukraine**  
Kyiv, 01001,  
Mykhaylivska 13, office 1,  
Tel/fax: (044) 278 46 12  
Alina Litvinova  
E-mail: [cv@hillint.kiev.ua](mailto:cv@hillint.kiev.ua)  
Please, mention ref. code HA\_001 in the title of your mail/letter

[www.hill-international.com](http://www.hill-international.com)

National leading FMCG manufacturing company is looking for:

**1. SENIOR FINANCIAL OFFICER**  
**Requirements:**

- 3 – year working experience at the leading producing companies FMCG on the similar position
- from 2 – year experience in going over audit at big "four"

**2. HEAD OF PR DEPARTMENT**  
**Requirements:**

- 3 – year working experience at the leading producing companies FMCG on the similar position
- experience in coordination of budget of large PR-projects

**3. MANAGER OF THE BRANCH IN KIEV**  
**Requirements:**

- 2– year working experience at the leading multibrand companies FMCG on the similar position

To apply please, contact  
[loyanich@upk.od.ua](mailto:loyanich@upk.od.ua) or  
**8-0482-344043.**  
Closing date for resume sending is 30.01.05

Our client, a representative office of an international industrial group is looking for a  
**SALES MANAGER OF INDUSTRIAL CHEMISTRY (polymers)**  
 Requirements:  
 24-35 y.o.; economics/marketing or chemistry education; knowledge of field or related; spoken English; good communication and sales skills.  
 Please, apply with CV: aa@brain source.com

Our client, an investment company is looking for  
**INVESTMENTS RESEARCH ANALYST**  
 Requirements:  
 25-30 y.o.; economics or finance degree; fluent English (sp/wr); work experience not less than 2 years in finance institution as Researcher or associate.  
 Please, apply with CV: aa@brain source.com

European pharmaceutical company is looking for  
**BUSINESS UNIT MANAGER**  
 Requirements:  
 Medical education, Fluent English (spoken, written)  
 Relevant experience at least 2 years as a Business Unit/Sales&Marketing manager within strong company  
 Good communication, strategic planning and organisational skills.  
 Please name the title of vacancy  
 Please, apply with Your CV: om@brain source.com

European pharmaceutical company is looking for  
**PRODUCT MANAGER**  
 Requirements:  
 Medical education, Fluent English (spoken, written)  
 Relevant experience at least 2 years within strong pharmaceutical company  
 Good communication, analytical strategic planning and organisational skills.  
 Please name the title of vacancy  
 Please, apply with Your CV: om@brain source.com

«Brain Source International Ltd»  
 Tel/Fax: (044) 531 98 84, (044) 501 06 70  
 Email: info.ukraine@brain source.com  
 www.brain source.com

The large Ukrainian Holding (FMCG) announces a vacancy on replacement of a vacant post of the  
**MARKETING-MANAGER**

**Functional duties:**  
 Development, realization and control of marketing strategy.  
 Development of marketing policy.  
 Development and realization of the project on marketing support of new brand. Planning, realization and control of marketing actions, promotion of a brand.  
 Organization and control of marketing researches.  
 Analytical work

**Requirements:**  
 Working Experience as marketing manager from 3 years in large company with advanced market service (FMCG)  
 Experience of business planning and budgeting of activity.  
 Experience of development and realization of company marketing strategy.  
 Experience of successful development and realization various marketing projects, professional knowledge in the field of marketing, commerce and developments of business.  
 Experience in media planning.  
 Higher education  
 Personal characteristics: energetic, initiative with strong working ethics, honest, the advanced administrative and analytical skills.

Please email your resume to:  
**hr78@bigmir.net**

**ADDFORCE**

**International Oil/Lubricants Corporation**  
**COUNTRY INTEGRATOR UKRAINE**  
 Experience in international companies; experience on managerial position in sales; good sales record in previous job (preferable - automotive business); strong sales ability; good organization and communication skills. Fluent English  
 Please send your CV to davidyuk@addforce.com.ua

**Representative of Western Company**  
**SALES MANAGER**  
**Main requirements:**  
 2+ year's experience in Sales or Marketing, communicative, honest, punctual, flexible, active, fluent German or English, higher education, up to 35.  
**Compensation: 400-600 Euro depending on qualifications, compensation package plus bonuses**  
 Please send your CV at udalova@addforce.com.ua, with reference "Sales"

**Leader Ukraine Company**  
**PURCHASING MANAGER**  
**Main requirements:**  
 1+ year's experience in Purchasing, communicative, punctual, flexible, active, good English, higher education, drive license category B, PC literacy, up to 37.  
**Compensation: \$400, compensation package, company car.**  
 Please send your CV at udalova@addforce.com.ua, with reference "Purchasing Manager"

**Western Company**  
**CHIEF ACCOUNTANT**  
**Main requirements:**  
 3+ years experience as a Chief Accountant in well known company. Communicative, honest, punctual, flexible, active. Higher education. IC. Up to 40.  
**Fluent German or English.**  
**Compensation: 700 euro, compensation package.**  
 Please send your CV to egorova@addforce.com.ua with remark "Chief Accountant"

Please send your CV to E-mail: office@addforce.com.ua  
 tel.: +38 (044) 2357514, 2475784, 2475785

The World Bank Regional Office in Kiev is seeking a  
**PROJECT OFFICER AT THE FIELD OF INFRASTRUCTURE PROGRAMS FOR ENVIRONMENT, WATER SUPPLY, SANITATION AND URBAN SECTORS**

A qualified professional is required to have:

Professional experience of at least 6-10 years at the Field of Infrastructure Programs for Environment, Water Supply, Sanitation and Urban Sectors of Ukraine;  
 Higher education (University Degree), in Economics/Engineering/Finance;  
 Good computer skills (Word, Excel, Power Point etc.);  
 Good analytical, communication and leadership skills;  
 Fluent English and Ukrainian languages;  
 Good understanding of infrastructure sector agenda and working experience with international projects.

Application should consist of a full CV with contact information, copies of educational degrees and three references.

Please send your application  
 by January 20, 2005  
 2, Lysenko Street, Kiev, Ukraine or [lpaschuk@worldbank.org](mailto:lpaschuk@worldbank.org)

National leading agricultural holding company is looking for:

**HEAD OF INTERNAL AUDIT DIVISION**  
 25-35 y.o., m/f, fluent English  
 Education: Higher University degree in Finance, Accounting or Audit, ACCA Certificate.  
 Experience: Accounting GAAP&Local, Internal/External auditing.  
 Work experience in Big Four.  
 Functions: active participation in elaboration of internal control united system for the group of companies, appraisal of internal and external risks.

Please send your CV to [stukl@risk.ua](mailto:stukl@risk.ua)

**PERSONNEL** WE SEARCH ... YOU WIN. WE ARE SEARCHING FOR:

**Finance Reporting Executive (code EGR 2275)**  
 Well known hi tech foreign trading company  
**Responsibilities:** searching in US GAAP/IFRS Databases; controlling over data receipt for reporting needs of the unit; providing test of controls over business processes within Finance Direction; implementing US GAAP and IFRS accounting in SAP R/3 system.  
**Requirements:** 2 years working experience; fluent English, advanced skills in accounting, knowledge of US GAAP and IFRS accounting; knowledge of audit principles, skills in database operation (SAP), ACCA is preferable.

**Chief Financial Officer (code EGR 2239)**  
 Pharmaceutical company with the leading positions in its sphere  
**Responsibilities:** controlling over reports (Ukrainian standards, GAAP, budget); responsible for bank reconciliation; following up fixed assets; optimizing taxation; managing purchasing process.  
**Requirements:** 10-15 years of working experience in Finance with preference (but not exclusively) for broad based experience within Pharmaceutical sector; fluent English is obligatory, French knowledge is a plus, experience managing people (at least 5 years).

**Head of Representative Office (code BV 2272)**  
 International company, one of the world leaders  
**Requirements:** 5 years of experience in sales within a foreign company (consumer goods, construction, metal or electronics industry), experience in tenders and relations with governmental authorities is a plus, experience of managing personnel is desirable; fluent English; excellent organizational skills.

**Internal Auditor (code EG 2262)**  
 Large multinational FMCG company (Fortune500)  
**Requirements:** experience in conducting audit of company's activities, ability to analyze business process and corporate accounting, evaluate company's weak sides and risks, give the corresponding advice to the management of the company; knowledge of international standards, procedures of management accounting; fluent English.

When sending your CV, please, indicate code and name of the vacancy in a subject line of your message.  
 Our Clients offer interesting work and competitive salary.  
 All applications will be handled in strict confidence.  
**RECRUITING AGENCY PERSONNEL**  
 Tel. 461 79 72 (serial), E-mail: [mail@personnel.kiev.ua](mailto:mail@personnel.kiev.ua)

Embassy of India in Kyiv invites application for the post of  
**TRANSLATOR CUM ASSISTANT**

**Requirements**

1. Good command of English (in addition to native Ukrainian and Russian)
2. Good communication skill
3. Computer literate
4. Willingness to accept and accomplish any duty apart from assigned duty

Please send your CV to Embassy of India, 4, Terokhina Street, Kyiv .  
 Tele: 4686661, Fax: 4686619  
 or e-mail: [india@public.ua.net](mailto:india@public.ua.net)

**Business Strategy**

**MINI RESUME**  
 M, 28. 2 Master's degrees from University of California at Berkeley: Business (Marketing Strategy) and Economic  
 Diverse experience. Diligent, charismatic, highly analytical. Tel.: (067)445 0184  
[alexkapinos@yahoo.com](mailto:alexkapinos@yahoo.com) Alexander

**Management**

**MINI RESUME**  
 Project manager with significant experience supervising and top management of complex multi million dollar, multi partner development projects, high profile Ukrainian and international business projects, both in development and private sectors. E mail: Sergio\_2001@mail.ru  
 Mob: 8 050 332 6726

**INTERNATIONAL FINANCE CORPORATION**  
 a Member of the World Bank Group

The International Finance Corporation (IFC) supports economic growth by promoting private sector investment in its developing member countries. IFC also executes a donor funded technical assistance program to the private sector in Eastern Europe, Central Asia and the Caucasus.

**IFC'S UKRAINE SME POLICY PROJECT**  
 seeks to fill the following positions :

**BUSINESS DEVELOPMENT ADVISOR**  
 Will develop and present detailed regulatory policy recommendations to the government and work with government agencies to implement changes to private sector regulations.  
**Requirements:** At least 3 years experience working in a leadership or management position with a demonstrated history of accomplishment. Solid understanding of business development in Ukraine. Strong public speaking and interpersonal skills.

**ECONOMIC ANALYST**  
 Will lead the team in writing the Project's 2005 nation wide SME survey, which focuses on regulatory and administrative barriers to SME development in Ukraine.  
**Requirements:** Excellent analytical, writing and presentation skills. University degree in economics, politics, mathematics or related field. Solid understanding of business development in Ukraine. Advanced user of MS Office, knowledge of SPSS a plus.

**LEGAL ADVISOR**  
 Will analyze business regulations in Ukraine and advise on necessary changes to legislation and procedures. Will provide detailed commentary of the legal basis of trends and results identified by SME survey data.  
**Requirements:** University law degree and at least 3 years relevant work experience. Ability to understand and succinctly summarize complex issues; ability to write clearly, concisely and logically. Excellent public speaking skills.

To obtain additional information and detailed terms of reference for the above positions, please contact [ybondarets@ifc.org](mailto:ybondarets@ifc.org)

To apply send resume and cover letter to [ukhr@ifc.org](mailto:ukhr@ifc.org)  
 Please indicate the project and position title in the subject line  
 Closing date: January 30, 2005