



# Marcus Hirn

## Contact

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## Employments (short overview)

**Associate**, Advokatfirman Fallberg AB, Sweden, sep. 2022 to date

**Chief Operating Officer/Senior Partner**, Strikespeed LLC, USA/Sweden, 2020 - 2022

**IT Director**, ProCon.org, USA, 2014 – 2020

**IT Manager**, ProCon.org, USA, 2007 – 2014

**Chief Information Officer (CIO)**, Calstar Energy LLC, USA, 2005-2007

**Senior Partner/COO**, Sintos Consulting OÜ, Estonia, 2002-2005

**Lawyer**, Hirns Jurdiska Rådgivning, Sweden/Estonia, 1996-2002

**Associate**, Sorainen Law Firm, Estonia, 1996 to 1996

## Experience (more extensive)

Advokatfirman  
Fallberg AB  
Sep. 2022 to date

### **Associate**

Focus on labour law, business law, corporate law, company law, commercial agreements, IP, data protection. market law and disputes in court. Have written reports on Compliance for Auditors concerning money laundering regulations, as well as Data protection procedures and regulations according to GDPR, NIS2, DORA.

Strikespeed LLC  
2020 to 2022

### **Operations Manager/Senior Partner**

Overseeing the day-to-day administrative and operational functions.

ProCon.org  
2020-2020

### **Project manager for transfer of operations**

Encyclopedia Britannica took over the running of the entire business. The project included transfer of all IT related resources, Contracts, Staff, insurances etc (a full M&A).

ProCon.org  
2014-2020

### **IT Director**

Responsible for IT and Online operations for the entire organization (with over 27 million users).

	<p>Compile, strategically plan and present next year's IT budget (SEK 5-7 million).</p> <p>Annually lead, coach and organize internal and external developers.</p>
<p>ProCon.org 2007 - 2014</p>	<p><b>IT Manager/System administrator</b> Responsible for the organization's internal IT management, Servers, Firewalls, Telephones, Workstations and security. Also responsible for the organization's Web Development, Design, and SEO. Configuration of AWS and Rackspace cloud servers, routers, firewalls, switches, DSL and cable. Online security. Responsible for 50+ websites with 10,000+ pages. Organize, monitor, train and support staff with web development</p>
<p>Calstar Energy LLC 2005 - 2007</p>	<p><b>Chief Information Officer (CIO)</b> IT strategy, project management, governance, outsourcing, supplier contacts, personnel responsibility, cost efficiency, business development, IT security and compliance.</p>
<p>Sintos Consulting OÜ 2002 - 2005</p>	<p><b>Senior Partner and Chief Operating Officer (COO)</b> Overseeing the day-to-day administrative and operational functions. Focus on business law, management consulting, contract negotiations and IT.</p>
<p>Hirns Juridiska Rådgivning 1996 - 2002</p>	<p><b>Lawyer</b> Legal advice in business law, company law, purchase law, market law, intellectual property law, commercial agreements and disputes in court and arbitration.</p>
<p>Sorainen Law Firm 1996 - 1996</p>	<p><b>Associate</b> Associate Lawyer at Finnish/Estonian law firm in Tallinn, Estonia with focus on international business law, commercial agreements and corporate law</p>

## Competence

### Roles

Product Manager, Team Leader, Sub-Project Manager, Main Project Manager, Investigator, Business Developer, Workshop Leader, Coach, Teacher, Project Administrator, Digital Media Project Management, Interim Manager, Product Owner, Program Manager, Training Manager, Technical Project Manager, Communications Advisor, Communications Strategist, CEO

### Legal

Partner, Associate, Consultant in Business law, Commercial Contracts, M&A, Labour law, Compliance, IT, Data Protection, Intellectual Law, Conflict resolutions,

### Business Development

Business development in general, Business management, Process development, Organization development, Strategic

	planning, Business development, Leadership, recruitment, personnel development, Business planning, Change Management, Change management, GDPR, Product management, Project management, Strategic planning, Investigation, Business analysis, Workshop management, Business and IT strategy,
<b>Procurement</b>	Customer support, Purchasing and negotiation, Formulation of requirements, Supplier analysis, Offer evaluation
<b>Leadership</b>	General leadership, Operational management, Interim management Course and seminar leader, Recruitment & Personnel development, Mentor, Business coaching, Group processes, Mentor, Mentoring, Outsourcing and Board member
<b>Project phases</b>	Operation, Feasibility study, Implementation, Introduction and handover, Production introduction, Project planning, Systemization/Design/Requirements, Test, Development/Implementation
<b>Project management</b>	Administrative main project management, Commercial project management, Administrative sub-project management, Infrastructure and logistics, Project management, Technical project management
<b>Communication &amp; Information</b>	<b>Swedish</b> , (native language) <b>English</b> (fluently) <b>Finnish</b> (fluent in speech, as well as good in writing) <b>Estonian</b> (fluent in speech, as well as good in writing) <b>French</b> (basic speaking and writing) <b>German</b> (basic speaking and writing)

## Industries

Legal and Financial Services, Advertising, Graphic Design, Computer Services, IT Services, Computer Programming, Computer Operations Services, School & Education, Research & Development, Business Services, Advertising, PR & Market Research, Logistics & Transport, Real Estate

## Education

Master of Law degree (LLM.), Uppsala University, 1990-1996

## Licenses & certifications

Google Project Management Certificate, Feb. 2022 - July 2022