

Mihai Laurențiu Gioară

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Professional Profile

A motivated and dynamic professional with relevant experience aligning all key activities within a company. Proactive attitude, determined and capable of meeting deadlines and working under pressure while maintaining high-quality standards. Detail-oriented, with superior skills in analysis, planning, and implementation, aiming to optimize operations and maximize results.

Key skills:

- Operations management
- Problem solving
- Strategic plan execution
- Relationship management
- Budget management
- Effective communication
- Project management
- Employee management
- Process optimization

Professional Experience

05/2024
Bucharest, Romania

Development & Holdings Management Director S.N. Nuclearelectrica S.A.

S.N. Nuclearelectrica S.A. ("SNN") is a national joint-stock company, the only producer of electricity based on nuclear technology in Romania. SNN also produces CANDU-type nuclear fuel bundles used to keep its own nuclear reactors operational.

Currently, through the Cernavodă Nuclear Power Plant, SNN safely operates two nuclear reactors - Units 1 and 2, each with an installed capacity of 700 MW. These two nuclear units provide approximately 20% of Romania's energy demand, and due to exceptional performance and excellent operations, Romania ranks first among over 400 operational nuclear units worldwide, based on the capacity factor of Units 1 and 2 since commissioning.

- Managed and coordinated operational development of major investment projects.
- Led negotiation teams for strategic contracts, securing favorable commercial clauses with a direct positive impact on company profitability.
- Restructured reporting framework to align with major investment projects and current operations requirements, optimizing communication flow and accountability within coordinated teams.
- Ensured efficient interface for monitoring investment activities within subsidiaries and branches, leading to better oversight and resource allocation.
- Developed an integrated control and monitoring framework for the Investment Program, optimizing decision-making and streamlining risk management throughout projects.
- Provided active and direct support for the development of the Unit 1 Retrofitting

Professional Experience

05/2022 – 05/2024
Cernavodă, Romania

Project.

General Director **Nuclearelectrica SERV**

Nuclearelectrica Serv is a subsidiary of S.N. Nuclearelectrica, focused on providing essential services for the CNE Cernavodă. Key activities take place on the plant site and include: decontamination of specific areas, characterization and processing of radioactive waste, maintenance of water and heating systems, maintenance of ventilation and air conditioning systems, IT technical support, as well as analysis, evaluation, and development of simple engineering solutions.

- Designed and implemented a strategy for internalizing critical services at SNN.
- Led development and implementation of a diverse range of services within CNE Cernavodă.
- Operationalized and executed a comprehensive business plan, resulting in exponential growth in employee numbers from 30 to 500, along with other stability benefits for the main client.
- Implemented a robust Quality Management system for all provided activities.
- Ensured compliance and authorization of activities according to legal requirements and CNCAN regulations.
- Successfully digitized workflows and implemented adapted working mechanisms to optimize efficiency and meet organizational needs.

2021 – 2022
Bucharest, Romania

Expert **Nuclearelectrica S.A.**

S.N. Nuclearelectrica S.A. ("SNN") is a national joint-stock company, the only producer of electricity based on nuclear technology in Romania. SNN also produces CANDU-type nuclear fuel bundles used to keep its own nuclear reactors operational.

- Developed a service contract analysis strategy to facilitate seamless internalization of services within the organization.
- Provided support to the Human Resources Department by delivering valuable information and recommendations through specific analyses.
- Conducted a detailed analysis of the Professional Training Plan.

03/2018 – 11/2021
Bucharest, Romania

Deputy General Director **Bucharest Municipal Energy Company**

Bucharest Municipal Energy Company is an entity within a group of municipal companies created by the Bucharest City Hall to manage and improve various local public services. This company focuses on the energy sector and is responsible for modernizing the centralized heating network of Bucharest Municipality and providing integrated maintenance services for the Bucharest City Hall and its subsidiaries.

Professional responsibilities:

- Organized and ensured optimal execution of the company's maintenance activities.
- Supervised operational coordination of heating network modernization works.
- Monitored fulfillment of the company's contractual obligations to clients.
- Built the company's investment strategy.
- Led and organized multiple subordinate departments to achieve operational objectives.
- Played an active role in developing the revenue and expenditure budget according

Professional Experience

to financial plans.

- Strategically allocated material and human resources to maximize results in implementing provided works.
- Identified and addressed risks to avoid potential issues.
- Coordinated development and implementation of work procedures for the activity sector.
- Cultivated strong relationships with clients, collaborators, authorities, and institutions.
- Continuously monitored achievement of plans approved by the board of directors.

Professional achievements:

- Grew and led a team of 190 employees, starting from an initial number of 20.
- Motivated and supported employees to achieve high performance.
- Equipped the company with necessary equipment for optimal operations.
- Implemented innovative work procedures to maximize efficiency and deliver high-quality services.
- Designed workflows to reduce task time and optimize efficiency.
- Collaborated with the IT department to develop a real-time activity monitoring application.
- Improved contract management and provided 24/7 support.
- Actively contributed to expanding the client portfolio through advantageous contract negotiations.
- Adapted procedures and trained staff to comply with international standards.
- Organized and successfully completed major projects, managing material, financial, and human resources.

03/2015 – 03/2018
Bucharest, Romania

Advisor

Electrocentrale Bucharest (ELCEN)

Electrocentrale Bucharest, also known as ELCEN, is the main producer of thermal energy for Bucharest's centralized heating system. The company operates several thermal power plants that supply thermal and electric energy to residences, public institutions, and various commercial entities in the capital.

Responsibilities:

- Maintained open communication channels between various company departments.
- Monitored project implementation according to established standards and deadlines.
- Contributed actively to the production plan for thermal and electric energy.
- Participated in comprehensive audits, facilitating compliance with best practice principles.

Professional achievements:

- Provided creative solutions to optimize short- and medium-term action programs.
- Developed the IT Department, supporting process digitization projects.
- Identified new development opportunities aligned with the company's growth strategy.

Professional Experience

12/2013 – 12/2014
Bucharest, Romania

Advisor to the Deputy Mayor General Bucharest City Hall - AMRSP

Bucharest City Hall is the administrative institution managing Romania's capital, Bucharest. It is responsible for managing local services, including urban planning, public transportation, street and infrastructure maintenance, education, culture, social assistance, and environmental protection within the city.

- Provided administrative support to ensure efficient daily operations of the Deputy Mayor.
- Orchestrated coordination and scheduling of agendas, meetings, and external trips, meticulously preparing essential documents.
- Maintained constant communication with affiliated institutions under the Deputy Mayor's responsibility.
- Proactively reported and addressed emerging concerns within organized institutions.
- Created and managed materials for media commitments, closely monitoring daily press coverage.
- Reported and routinely resolved issues within coordinated institutions to ensure smooth operation.

Education and Professional Development

05/2024 – 07/2024
Boston, United States

Reactor Technology Course for Utility Executives MIT - Massachusetts Institute of Technology

- Completed an intensive executive management program jointly organized by MIT and INPO, deepening understanding of nuclear reactor systems.
- Explored safety protocols and regulatory framework, contributing to improved compliance and operational efficiency in nuclear plant management.
- Addressed operational challenges, observing practical solutions for real scenarios.

12/2024 – 01/2025
Bucharest, Romania

Project Management Edu EUPC

- Completed a project management course covering key principles such as project lifecycle and scope definition, building a solid understanding of essential concepts.
- Developed practical skills aligned with PMI standards, enabling efficient coordination and execution of projects in various phases, enhancing overall project success.
- Gained expertise in scheduling, budgeting, risk management, and stakeholder communication, collectively streamlining project processes and improving team collaboration.
- Learned performance monitoring techniques, helping ensure deadlines and set objectives are met.

2022
Cernavodă, Romania

First Line Leadership INPO

2020
Bucharest

Master's Degree Faculty of Economic Sciences Leadership and Human Resources Management

Education and Professional Development

	Human Resources Management in Construction Projects
2020 Bucharest	Management Cambridge Business Program Certified Manager
2017	GDPR Professional Development Program Personal Data Protection
2012 – 2014 Bucharest	Master's Degree Faculty of Political Sciences European and Romanian Policies
2008 – 2012 Bucharest	Bachelor's Degree Faculty of Political Sciences Political Sciences
01/2011 – 2015 Bucharest, Romania	Bachelor's Degree Faculty of Law and Public Administration Law

Skills

– MANAGEMENT AND STRATEGIC SKILLS

**Strategic Business
Development**
Complete

Performance Monitoring
Complete

**Leadership in Industrial
and Nuclear Projects**
Complete

– CROSS-FUNCTIONAL SKILLS

Problem Solving
Native

**Decision Making Under
Pressure**
Complete

Analytical Thinking
Professional

**Public Sector
Governance**
Complete

**IT Integration in Business
Workflows**
Professional

Effective Communication
Professional

– OTHER SKILLS

Operational Coordination
Complete

Negotiation
Complete

**Monitoring and Control
Systems**
Complete

Risk Management
Professional

**Revenue and Expense
Budgeting**
Professional

Contract Management
Professional

Team Leadership
Professional

Performance Motivation
Professional

Workflow Design
Professional

Operational Efficiency
Professional

Safety Protocols
Professional

Regulatory Framework
Professional

Strengths

Proactive | Leadership | Team Spirit | Relationship Management | Analytical Thinking | Problem Solving
| Strategic Thinking | CAPEX Project Management

Hobbies



Losing oneself in the pages of a
good book



Capturing moments



Passion for multidisciplinary
exploration and documentation



Exploring distant lands