

ANDREW BERNHARDT

(NÉ KOLOKOLNIKOV)

+358 50 447 1522

andrew@ab2b.io

00400 Helsinki, Finland

FULL-STACK PEOPLE PROFESSIONAL

Proven track record of building top-performing teams and scaling high-growth companies.

I believe in a holistic approach to People Operations and enabling businesses to achieve set goals via talent. My strength lies in balancing pragmatism with strategic foresight.

EXPERIENCE

AB2B Talent Sorcery

Talent Partner

2024 - ongoing

Helsinki, Finland

- Full-stack People Operations consulting via my sole proprietorship. More at ab2b.io.

Nightingale Health

Talent Partner

2023-2024

Helsinki, Finland

- Performance management framework setup, organizational design, talent acquisition.

Rive (Kodit.io)

Chief People Officer

2021-2023

Helsinki, Finland

- Enabled team growth from 60 to 340 in 2 years (including 3 M&A transactions).
- Led a team of 11 HR professionals in Finland, Spain, and Poland (TA, HRBP, Ops).
- Strategic and Operational HR; hands-on support of key people leaders in HR matters.
- Performance Management, OKRs, organizational structure, rewards & recognition.
- Built the Talent Acquisition framework and coached hiring teams and managers.

MaaS Global (Whim)

Head of Talent Acquisition

2023-2024

Helsinki, Finland

- Built the Talent Acquisition function from the ground up (team of 3).
- Filled 80+ roles in 1.5 years (Software Engineering, Product, Design, Marketing).
- Initiated and led the cross-organizational L&D project, "*Leadership Academy*."

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EXPERIENCE (CONTINUED)

Yousician

2015-2019

Talent Business Partner, Human Resources Lead

Helsinki, Finland

- Early employee. Established and led the People function to build and evolve a high-performing team from 35 to 70 people.
- Partnered with and coached team leads on HR matters, including hiring, onboarding, performance management, L&D, and people analytics, to build a unique team culture.

Sampo Accelerator

ongoing

Coach

Espoo, Finland

- Leadership, trust, psychological safety, belonging, commitment, team performance.

SKILLS

- Change Management
- Performance Management
- Leadership
- Employee Relations
- Rewards & Recognition
- Coaching & Mentoring
- Talent Development
- Labor Law & Compliance
- People Analytics

EDUCATION

BBA, Bachelor of Business Administration

2008-2013

International Business and Logistics, Metropolia University of Applied Sciences

- Exchange studies: Kwantlen Polytechnic University, Vancouver, Canada

Master's Degree, Economics & Management

2002-2007

Moscow Automobile and Road Construction State Technical University

- Major: Business / Managerial Economics

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REFERENCES



Chris Thür · 1st

CEO at Yousician

March 21, 2024, Chris managed Andrew directly

I've worked with Andrew for many years at Yousician both as team member and him reporting to me. Andrew is a very unique individual that brings enthusiasm and excitement to anything he does. He's great at connecting with people, listening to them and a fast learner. I greatly admire his ability to be both professional and personal, be encouraging/inspiring and stern in feedback, have patience but also drive with people. Andrew is both a starter, driving new initiatives with enthusiasm and an open mind, and a closer, getting things over the finish line with little formal supervision. I hope we work together one day again!



Jeffrey Barrett  · 1st

Chief Scientific Officer, Nightingale Health

March 21, 2024, Jeffrey was senior to Andrew but didn't manage Andrew directly

Andrew did a great job recruiting new talent to Nightingale. I really enjoyed working with him because he ran a very smooth process, and communicated well both with applicants and the internal hiring team. I'd warmly recommend him to anyone looking to build high performing teams.



Elina Koivisto · 1st

People-oriented technology leader and results-driven branding expert with an academic approach

October 21, 2024, Elina worked with Andrew on the same team

I had the pleasure of working together with Andrew as part of the leadership team of proptech scale up Rive/Kodit.io. Andrew had a high standard of working and was able to build a people function to a company of 300+ employees from scratch.

What is more, it was always fun to work together with him - the meetings were filled with solid substance and a lot of laughter. I would be happy to recommend Andrew, and would love to work with him again.



Iñaki Crespo · 1st

CPTO @ Rive

March 21, 2024, Iñaki worked with Andrew on the same team

Andrew knows what he has to do and gets it done. Extremely talented + Mindful human always available to help.

I can proudly say that I would partner with Andrew for anything.