

ANDREW BERNHARDT

(NÉ KOLOKOLNIKOV)

+358 50 447 1522

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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.

EXPERIENCE

AB2B Talent Sorcery

ongoing

Fractional Talent Partner

- Flexible access to top-tier HR leadership without the overhead of a full-time salary.

Nightingale Health

2023-2024

Talent Partner

- Talent acquisition (Life Sciences, Tech, Sales) and performance management.

Rive (Kodit.io)

2021-2023

Chief People Officer

- Enabled team growth from 60 to 340 in 2 years.
- Established scalable People Operations framework: overarching HR Strategy, Operational HR, and HR Business Partnership functions (team of 11 in 3 countries).
- Built Talent Acquisition framework; coached and trained hiring teams and managers.
- Hands-on recruiting for Finland and Global Tech roles (Engineering, Finance, Sales).

MaaS Global (Whim)

2023-2024

Head of Talent Acquisition

- 80+ roles filled in 1.5 years (Software engineering, Product, Design, Marketing).
- Built Talent Acquisition function from the ground up (team of 3).

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EXPERIENCE (CONTINUED)

Yousician

2015-2019

Talent Business Partner, Human Resources Lead

- 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: Hiring, Onboarding, Performance Management, L&D, People Analytics, and Culture.

Sampo Accelerator

ongoing

Coach

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

SKILLS

- Recruitment
- Candidate Experience
- Employer Branding
- Performance Management
- Rewards & Recognition
- Labor Law & Compliance
- Leadership
- People analytics
- Payroll

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.



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.