

Luka Lugaric

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PROFILE

Project Manager with 19 years of experience in managing expectations, resources and outcomes on high-impact projects across diverse industries - energy, industrial manufacturing, e-commerce, finance, STEM R&D, supply chain management, and government policy. Managed €30M+ portfolios aligned with a wide range of KPIs. Deployed data-driven methodologies to map and optimize processes and implement transformative solutions in process, product, and organizational change, with regular reporting to C-suite executives. Successfully led cross-functional teams of 3 to 40 members across Europe, Middle East, Southeast Asia, and North America. Certified PMP, Prince2, and Lean Six Sigma professional.

PROFESSIONAL EXPERIENCE

Global Freelance Consultant – Self-employed | Croatia

Jul 2023 – present

Umicore (Belgium, Poland, Finland, Germany, France, China, Korea, Canada):

- Managed a €40M portfolio of initiatives across 4 business groups, focusing on data-driven process cost optimizations
- Led a 30+ member cross-functional team across 5 sites on a global supply chain reengineering project
- Developed business cases to initiate global development projects, supported external partner contract negotiations
- Provided expert advice on structuring the program management office (PMO) for project, resource and risk tracking

Trocellen Group (Italy, Germany, Hungary, Malaysia):

- Directed development and implementation of a custom-made carbon emissions accounting system for 4 sites
- Managed requirements, cross-country audits and decarbonization measure roadmapping for Group alignment

DeCarbonNet (Croatia)

- Founded a startup that integrates IoT sensors, data analytics, and SAP integration to deliver a scalable industrial decarbonization solution for manufacturing plants with 50–250 employees, tapping into a 140,000-enterprise market
- Validated market approach for early-stage growth and secured technical partnerships for solution delivery

3M / Pyxera Global (USA, Croatia):

- Managed a 6-month global sustainability and STEM capacity building program from initiation and scoping to closeout
- Led a 12-member team of experts from the USA, India, Turkey, and Germany on projects across 3 sites in Croatia

Speyside Group (Central & Eastern Europe)

- Provided consulting and advisory services on public policy, digital innovation and economy for Amazon.com
- Developed briefings for C-suite stakeholders on critical issues in fast developing local and regional situations

Expert in EU funded projects:

- Serbia: Developed multi-criteria analysis for industrial decarbonization roadmaps in 4 key industrial sectors
- Georgia, Ukraine, Moldova, Armenia: Design of a European Green Deal transition readiness methodology
- Kosovo: Modelling carbon footprint baselines and short- and mid- term decarbonization plans for key economic sectors
- Croatia: Mentored 8 startup teams on development of technical concepts, seed funding pitches and scale-up strategies

Senior Project Manager, Strategic Projects – Agoda (Booking.com group) | Thailand Feb 2022 – Jul 2023

- Mentored a 14-member team to drive data-driven decision making and agile problem solving on multiple workstreams
- Managed product strategy for machine learning automation flow, guiding a team of 6 engineers to \$1.2M in annual savings
- Reengineered intercompany processes between Booking.com, Agoda and Priceline to reduce processing costs by 25%
- Streamlined process for support to virtual credit card payments to external partners for \$2.2M annual savings

Senior Manager – Dubai Supreme Council of Energy | United Arab Emirates

Feb 2015 – Jan 2022

- Managed a cross-departmental team of 25+ in strategic policy planning for energy, water, and district cooling efficiency
- Steered a team of 10 experts on \$25B investment roadmap, engaging key stakeholders and achieving milestone deadlines
- Managed an 8-member team in updating the Dubai Demand Side Management Strategy 2030, a \$10B government portfolio
- Built a public-private partnership network of 20+ entities to launch Dubai's circular economy strategy

Project Manager – Dok-Ing Ltd. | Croatia

Aug 2013 – Feb 2015

- Managed development of an electronics testbed project, acting as a product manager, delivered 220% ROI with sales team
- Managed projects according to PMP methodology in manufacturing robotic vehicles for use in civil defense and de-mining
- Led development of a market entry portfolio for the company's new renewable energy market division

Project Specialist – Center for Energy Sector Investments | Croatia

Aug 2012 – Aug 2013

- Developed a restructuring proposal for a €4.5B renewable energy incentives system, delivered an EU alignment roadmap
- Prepared investor briefs to support government outreach for development of the first Croatian LNG terminal

Program Manager – United Nations Development Programme | SE Europe

Jun 2009 – Jul 2012

- Managed stakeholder engagement for the Smart Energy City project, creating a foundation for securing city EU funding
- Assessed building energy efficiency proposals and prepared tendering reports, directly reporting to project director

Energy Research PhD Candidate – University of Zagreb | Croatia

Oct 2007 – Jul 2012

- Ideated and secured NATO "Science for Peace" grant funding, established in a partnership with Politecnico di Milano
- Authored 10+ research papers on renewable energy financing, energy efficiency and probabilistic risk management
- Mentored 200+ students on energy economics, low voltage networks & installations, and electrical lighting design

Technical Consultant – United Nations Development Programme | SE Europe

Mar 2006 – Jun 2009

- Developed the functional specification for national energy performance management for 5000+ building stock
- Co-authored a book on industrial energy management, accepted for global publishing by Wiley

EDUCATION

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| · University of Cambridge (UK) | Master's Degree, Sustainability | 2017 - 2020 |
| · Backpacking the world | Travels to 36 countries across 6 continents | 2009 - 2014 |
| · University of Zagreb (Croatia) | Diploma in Management / mini-MBA | 2007 - 2008 |
| · University of Zagreb (Croatia) | Master's Degree, Electrical Engineering - Energy Systems | 2002 - 2007 |

CERTIFICATIONS

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| · Certified Lean Management and Manufacturing Expert , Six Sigma Academy | 2024 |
| · Project Management Professional – PMP , Project Management institute | 2014 |
| · Prince 2 Foundation , issued by the United Nations Development Program | 2009 |

IT SKILLS

- **Project Management & Analytics Tools:** MS Project, JIRA, Tableau, Metabase, Superset, Notion
- **Technical Skills:** SQL, Python, MATLAB, LabVIEW, RETScreen

LANGUAGES

- **Croatian** (Serbian, Bosnian, Montenegro) – native
- **English** – fluent
- **German** – basic