





HYATT REGENCY KYIV, UKRAINE

WE ARE HOSPITALITY PROJECT SPECIALISTS.

CPM is dedicated to delivering exceptional hospitality project solutions in Europe, Africa, the Middle East and Asia.

Our comprehensive skill set enables us to deliver outstanding services for new builds and renovations, covering operational strategy, design, styling, and art consulting, procurement of fit out, FF&E and OS&E, design coordination, logistics and installation.

We bring your interior projects from Vision to Operations, on time and on budget.

OUR WINNING FORMULA FOR PROJECT SUCCESS

A STRONG BACKBONE OF KNOWLEDGE,
METHODOLOGY AND SYSTEMS FOR HIGH EFFICIENCY

+

A BOUTIQUE APPROACH WITH
HIGHLY PERSONALIZED SERVICES

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ABOUT US

Our team comprises seasoned professionals in architecture, interior and lighting design, hotel operations, project management and procurement.

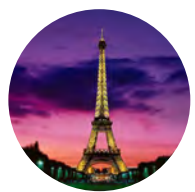
With a track record of 60+ international hotel projects successfully managed, CPM has gained recognition as a leading specialist offering flexible and highly personalised services.

Project management is fundamentally about people. We believe that beyond knowledge and experience, it is our attitude running each project uniquely that makes the difference. With CPM, you on-board a team of experts with the determination to deliver excellent services, to communicate clearly and simply, an immense sense of responsibility and an unmatched enthusiasm for every new endeavour.

We pride ourselves always delivering our promise.

“ Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives. ”

William A. Foster



2012
CPM founded in Paris



2013
Hong Kong office opened



2015
CPM Ltd. incorporated in Hong Kong



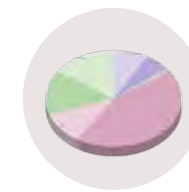
2016
CPM EAME Consultancy incorporated in Dubai



2017
CPM's online data management platform launched



2018
Belgrade office opened



2019
Individual Project Websites launched for efficient reporting and collaboration



2020
CPM | hospitality project services FZCO incorporated in Dubai Silicon Oasis



2023
Partnership with "Behind the Scene Luxury Events" strengthening our presence in the Kingdom of Saudi Arabia

BUSINESS STRATEGY, OPERATIONAL PLANNING

Our seasoned hospitality experts craft concrete strategies to enhance service quality, elevate your hotel's reputation, and drive profitability. Through rigorous market analysis, strategic planning, and operational optimization, we identify unique selling points and capitalize on emerging opportunities. From business case development to revenue management, we ensure every aspect of your operation is finely tuned for success.

Operations specialists also support to our creative and project management teams, with operational planning, functionality reviews, and OS&E selections.

- Market analysis, competitive set definition
- Business strategy, market segments and USPs identification
- Business case and business plans
- Operational planning and operating concepts
- Hiring strategy, staffing guides, training
- Pricing strategy
- Marketing & sales programs
- Revenue management

INTERIOR DESIGN, STYLING, ART CONSULTING

Our creative professionals craft functional, and inspiring interior spaces with a distinct character tailored to the property's essence.

When entrusted with an art program, we curate pieces with utmost care, fostering a genuine collection spirit. Collaborating closely with artists and craftsmen from conception to framing and installation. Additionally, we produce high-quality Art Books, serving as references and marketing tools for the properties.

- Design brief elaboration, property analysis and environment survey
- Budget alignment
- Space planning
- Theme and concept development, concept presentation
- Construction drawings and specifications, mood boards, material boards
- Materials, shop drawings, prototype reviews

DESIGN MANAGEMENT

CPM facilitates the execution of interior projects through design management, project management and procurement. From kick-off to handover, we lead all activities to deliver design intent and initial vision while wisely balancing cost, time and quality objectives.

Adequately managing the design is key to maintaining the project objectives. Our in-house design team collaborates with the project managers to seamlessly translate concept into reality, safeguarding the design intent while ensuring time lines and budgets are adhered to.

- Material sampling, pre-selections and alternatives sourcing
- Shop drawing reviews and revisions management
- Prototype reviews
- Approvals and changes implementation coordination

PROCUREMENT, LOGISTICS, INSTALLATION SUPPORT

CPM facilitates the execution of interior projects through design management, project management and procurement.

From kick-off to handover, we lead all activities to deliver design intent and initial vision while wisely balancing cost, time and quality objectives. We apply our expertise and project management skills to ensure smooth work progress, control performance, maintain excellent communication and stakeholders' satisfaction.

- Project analysis, budgeting and scheduling
- Scope and requirements definition, strategy and procedures
- Pre-qualifications, tendering and contract management
- Specifications / Value / Timeline / Budget alignment
- Execution and performance monitoring, manufacturing facilities reviews
- Logistics, receiving, quality control, claims management
- Site inspections and snagging
- Inventory and handover



COMPREHENSIVE SKILL SET OPTIMIZED RESOURCES

Seasoned professionals in architecture, interior design, lighting design, hotel operations, project management and procurement.

Each scope is handled by a specialist with support from other disciplines, ensuring that you receive expert guidance, without the burden of maintaining an extensive in-house team.

20+ YEARS EXPERIENCE EXCEPTIONAL MARKET KNOWLEDGE

Exceptional market knowledge acquired through living, studying, and working around the globe on hospitality projects.

We successfully handled projects across continents, and we capitalise extensively on lessons learnt to anticipate challenges. Yet, we recognize that each project has its unique characteristics and conjuncture evolves rapidly. We take the time to precisely study location, market, and project specifics to tailor our services when undertaking any new mandate.

METHODOLOGY POWERFUL DATA MANAGEMENT TRANSPARENCY

Established project management methodologies and systematic, diligent processes, are the foundation for our work.

Project data is managed entirely online with our proprietary, customisable system built on a robust infrastructure, ensuring 24/7 availability, fast processing and low error rates; carving up time for the highest value addition activities.

ASSET OPTIMIZATION

We envision properties holistically for efficient operation over decades, maximizing clients' investments while upholding design vision and operational standards.



RIGOROUS SELECTIONS

We conduct fair tenders to foster open competition and fair comparisons. Additionally, we leverage our in-house design resources and hospitality expertise to ensure functionality, self-sufficiency, and enduring quality.

Every piece of equipment, supplier and contractor, undergoes rigorous selection, with criteria such as design, technical specifications, cost, quality, durability, ease of purchase, and warranty evaluated.

RELATIONSHIP WITH VENDORS QUALITY CONTROL

Suppliers are chosen for the quality of their production but also for stability, reliability, and adherence to purchase terms.

Long-standing relationships with vendors ensure mutual understanding and high-quality standards. We continuously monitor performance and conduct surprise production inspections.

We leverage our global purchase potential to negotiate the best prices.

RESPONSIBILITY

Minimizing negative environmental impact and contributing to local communities through sourcing from local and regional suppliers, prioritizing suppliers committed to Environmental, Social, and Governance (ESG) criteria.

We are committed to energy efficiency and waste reduction. Our offices, located in a LEED Platinum certified building, are entirely paper-free.

LOCAL SOURCES EFFICIENT LOGISTICS

Efficient logistics planning and reliance on local sources not only reduces the adverse effects of developments on the environment, it also significantly reduces costs.

Direct collaboration with manufacturers ensures traceability, quality control and competitive pricing.

NEGOTIATION SKILLS
BUDGET CONTROL

SAFEGUARDED QUALITY
AND DESIGN INTENT





PROJECTS COMPLETED

Park Hyatt Hyderabad & Residences
 Regent Hill Exclusive Event Space Kiev
 Hilton Kiev
 Private residences Hong Kong
 Private residences Paris
 GHHL Executive Offices Hyderabad
 Hyatt Place and Hyatt House Shenzhen Airport
 Hyatt Place Luoyang
 Six Senses Kaplankaya (formerly Canyon Ranch Wellness Resort)
 Anhinga Beach Club, Restaurant and Bar Kaplankaya
 Emerald Club Mumbai Chembur
 Hyatt Regency Mainz
 Soibermann Hotel Frankfurt Airport
 Private residences Dubai
 Radisson Tsinandali
 Address Hotels + Resorts custom chinaware line
 Loyalty Events Space Riyadh
 Private residences Hyderabad
 Le Meridien Batumi
 Dari Q Luxury Residences Jeddah, Kingdom Of Saudi Arabia
 Soibermann Hotels, Wittenberg, Alexandersbad and Hof
 Marriott Tbilisi
 Batumi Hills Luxury Residential Complex
 River Park, Residential Complex
 One & Only Cape Town
 DeckToo, Address Skyview Dubai
 Le Vendome Beyrouth
 Bvlgari Moscow
 One & Only Le Saint Geran Private Homes
 Boutique Hotel Bad Bertrich
 Mantis Hawar Resort Bahrain
 Ibis Accra Airport Ghana
 Malacky Therapy Center & Retreat

PROJECTS ON-GOING

Hyatt Regency Kyiv (long term hold)
 Wald Weit Rheingau Hotel & Retreat
 Convention Hotel Banská Bystrica Slovakia
 Mövenpick Accra Ghana
 Hilton Yaounde Cameroon
 Kribi Resort Cameroon

COLLABORATIONS & CONSULTANTS PAST KEY PROJECTS

Bermuda Villas RAK (157 residential villas)
 Hyatt Regency Yekaterinburg
 Rixos Bab Al Bahr RAK
 Private residences Dubai and Abu Dhabi
 Lion Roars Hotels & Lodges South Africa (15 locations)
 ITC Mughal Agra (2009 Lumen West Award)
 Liquid Ista Bangalore
 Shanti Ananda Maurice Mauritius
 Hilton Saint Petersburg Expo Forum
 Hyatt Regency Kiev
 Park Hyatt Baku
 Hyatt Regency Belgrade
 Park Hyatt Milano
 Four Seasons Dubai Jumeirah Beach
 Four Seasons DIFC
 The Spa at the Rulers Private Palaces of KSA
 Rosewood Abu Dhabi
 Tide Wellness & Fitness at Dukes the Palm
 Armani Hotel at the Burj Khalifa Dubai
 The Palace Downtown Dubai
 Kempinski Emerald Palace Dubai
 Hilton Batumi



PORTFOLIO & REGIONAL COVERAGE

**DIRECTION
OPERATION & ASSET STRATEGY
DESIGN & PLANNING**



Virginie Soualhat
Managing Director



Ruediger Lurz
Director - Culinary Operations



David Simon
Senior Advisor - Hotel Operations
and Asset Management



Branka Jovanovic
Design Manager



Javier Martin Luis
Senior Advisor - Rooms Operations
and Asset Management



Nardin Abu Shamleh
Design Manager



Violeta Jekic
Director - Commercial



Astha Saini
Lighting Design and
Business Development Manager



Hayley Feiner
Senior Spa Advisor



Nicole O'Reilly
Design and Project Manager



Kapil Kumar
Spa Operations Consultant

**PROJECT MANAGEMENT
PROCUREMENT**



Ellen Hong
Director - Projects



Karolina Fijas
Procurement Manager



Shubdeep Bose
Director - Projects



Marina Nuzhdina
Procurement Manager



Ashish Rawat
Project Manager



Maria Milicic
Procurement Manager



Aamena Syed
Project Coordinator- Architect



Aleksandar Tomasevic
Project Coordinator



Diana Micu
Project Coordinator- Architect



Zilen Leung
Project Assistant



Mahendra Gohil
SG Interiors
Execution Partner, India



ONE TEAM FOR THE COMPLETE PROJECT CYCLE // STRUCTURE



Virginie boasts 25 years of international luxury hospitality experience.

Throughout her career, she has lived and worked in France, Switzerland, Ukraine, Russia, India, South Korea, Hong Kong and the UAE.

Prior to founding CPM, Virginie held leadership roles in hotel operations and managed several opening and renovation projects on behalf of Hyatt Hotels & Resorts.

Since 2012, Virginie runs CPM | hospitality project services, and has led the team of the boutique agency in managing new build and renovation hotel projects worldwide including business services, creative services and execution services.

Virginie is passionate about hotel operations and design, she is involved in key activities for all projects managed by CPM and remains in communication with clients, Designers and Suppliers throughout each project phase. She is in constant search for new ideas, techniques and products, travelling the world to identify possible sources and bring the uniqueness that characterises CPM's sourcing.

She is a certified Project Management Professional, and holds degrees in Interior Design and Business Administration. She also has a first education in Fine Arts & Art History from l'Ecole des Beaux Arts in Paris. This education and background is a perfect mix of technical knowledge, structure and processes, with creativity and acute design sense.

VIRGINIE SOUALHAT PMP, B.BA.
MANAGING DIRECTOR



David Simon

Senior F&B and Asset Management Advisor

Renowned German hotelier David Simon, with 20+ years of global experience, discovered his passion after an hotel specialist training. He held diverse roles in the USA, Europe, and Asia, including F&B positions and leadership roles at prestigious hotels.

In 2016, David moved to the UAE, quickly rising from Hotel Manager to General Manager at Emaar Hospitality Group's top-earning hotel. He earned international recognition, winning awards for Best General Manager in the Middle East and Best Business Leader in 2018.

By 2019, David became the General Manager at Address Sky View and, in 2020, assumed the role of Area General Manager for the northern Emirates.

Base city Frankfurt
Languages German, English
Qualifications Master Hospitality Marketing & Finance

Key Projects
 Grand Hyatt Berlin
 Park Hyatt Beaver Creek
 Park Hyatt Hamburg
 Hyatt Regency Chennai
 Park Hyatt Busan
 Shangri-la Hong-Kong
 The Palace Downtown
 Sky View Downtown
 Palace and Address Fujairah



Javier Martin Luis B.BA

Senior Rooms and Asset Management Advisor

Javier is a Spanish - German hotel specialist focused on rooms' operation and property management. He started his career at the Hyatt Regency Mainz where he evolved from Night Manager to Director of Rooms, before transferring to the Park Hyatt Hamburg.

During his tenure as General Manager, he completely re-branded and renovated the property and significantly increased profitability. He remains in charge of new acquisitions and development and already doubled the group inventory, while he acquired his own property.

Base city Frankfurt
Languages Spanish, German, English
Qualifications Certificate of Business Excellence, CA Management Akademia Hotel Management, IST Study Institute

Key Projects
 Hyatt Regency Mainz
 Soibermann Hotels portfolio conversion, multiple locations, Germany



Violeta Jekic M.SC.EC

Director - Commercial

Along with her myriad of skills, Violeta is a trained Electrical Engineer as well as a Chef.

She coordinates our overall team efforts from a commercial and financial perspective. Violeta oversees resources allocation pre and post sale, leads initiatives on automation and system efficiency. She also directly manages logistics, ensuring the best schemes are implemented for each project depending on specifics of the location and import rules.

Base city Belgrade
Languages English, Serbian, German
Qualifications Masters of Science in Business & Economics with specialty in Hotel Management

Key Projects
 Marriott Tbilisi
 Soibermann Hotels portfolio conversion, multiple locations, Germany
 Radisson Collection Tsinandali
 Le Meridien Batumi
 One&Only Le Saint Geran Villas, Mauritius
 One & Only Le Saint Geran Le Badamier
 Hyatt Regency Kyiv
 Frickles Downtown



Hayley Feiner

Senior Spa Advisor - FHC Global

Born and raised in South Africa to a family of hoteliers, Hayley is a spa expert with 15 years of international experience.

She worked with High Luxury operators like Rosewood and Four Seasons and specializes in preopenings and set up, large spa operations, concept design and brand development.

She is our Senior Spa advisor and supports CPM projects with her spa expertise from operating concept reviews to equipment listing and quantifying as well as product selections.

Base city Dubai
Languages English, Afrikaans
Qualifications Masters in Tourism and Hotel Management

Key Projects
 Four Seasons DIFC Dubai
 Four Seasons Dubai Jumeirah Beach
 Rosewood Abu Dhabi
 The Address Downtown EMAAR Dubai
 The Spa at the Rulers Private Palaces of KSA
 Rosewood Abu Dhabi
 Tide Wellness & Fitness at Dukes the Palm



Branka Jovanovic M.ARCH
Design Manager

Branka is an architect with over 15 years of experience delivering complex hospitality and mixed-use development projects across Europe, the Middle East, and Africa.

Branka is an experienced Design Manager and Architectural Engineer with a long track record in hotel development, mixed-use projects, and large-scale renovation programs. She specialises in coordinating international operators, investors, and design consultants, ensuring the alignment of design intent, technical compliance, and operational efficiency across all project stages.

Base city Belgrade
Languages English, Serbian, Spanish, Russian
Qualifications Master of Architecture

Key Projects

Hyatt Regency Nairobi – Design Management
Unbound Collection Santorini – Design Management (opened 2022)
St. Regis Belgrade – Site Supervision
Smokvica Bay – Raffles Hotel & Resort, Montenegro
Novi Dorcol Mixed-Use Development, Belgrade
W Hotel Belgrade
VIDA Hotel Belgrade
Hotel Bristol, Belgrade (Heritage Building)
Hyatt Regency Rostov / Moscow / Tashkent / Sochi / Tripoli
Hyatt Regency Belgrade & Hyatt Hotels Baku / Vladivostok



Nicole O'Reilly
Design and Project Manager

Nicole is a rising star in the design industry, boasting experience well beyond her years. Nicole places great value on her strong work ethic and her ability to build and maintain trust with both clients and team members.

Nicole's career trajectory began with a BTECH Degree in Interior Design/Architecture from the Cape Peninsula University of Technology. She embarked on her professional journey as a junior designer at ARRCC, quickly rising through the ranks to become a Project Manager and Interior Designer. She also collaborated with renowned designer Adam Court, serving as Senior Interior Designer for Weylandts SPACES and Studio STUDIA (now part of OKHA).

Nicole leads every design or FF&E project with unwavering passion and commitment to design excellence.

Base city Cape Town
Languages English,
Qualifications Master of Architecture

Key Projects

One & Only Cape Town
Aquila Game Reserve
Baducci Restaurant



Nardin Abu Shamleh M.ARCH
Design Manager

Nardin is a Design Manager and Architect with over 9 years of international experience in the UAE, Germany, and Jordan. Holding a Master's in Global BIM Management from the University of Barcelona and awarded with distinction, she has designed and delivered more than 40 projects with a strong focus on hospitality and hotel renovations.

Nardin leads concept design and execution for high-profile hotels. She combines creativity with technical expertise in BIM and design management to ensure seamless, high-quality project delivery. Her approach bridges design vision and operational functionality, creating spaces that elevate both guest experience and brand value.

Base city Dubai
Languages English, Arabic, German
Qualifications Bachelor of Architecture
Space planning studies Bauhaus,
University of Weimar, Germany
Masters of Global BIM Management

Key Projects

Convention Hotel Banská Bystrica Slovakia
Frickles Downtown
Rixos Bab Al Bahr
28 Residential, Villas Complex Dubai
Bermuda Villas at Mina Al Arab, RAK



Astha Saini M.A.LD
Lighting Design and
Business Development Manager

With a Master of Arts in Theatre Lighting Design and extensive experience as a lighting designer, Astha leads lighting activities on CPM projects, crafting schemes that elevate each space. As a trained tea sommelier, she provides valuable insights into lighting requirements in F&B areas, ensuring harmony between aesthetics and functionality.

Astha also contributes to CPM's Art Collection scopes, infusing her creative vision into every project. Her portfolio includes award-winning lighting designs, such as the 2009 Lumen West Award of Excellence.

Furthermore, Astha drives business development in India and the Americas, leveraging her skills to expand CPM's reach and success.

Base city San Diego
Languages English, Hindi
Qualifications Master of Arts in Theatre Lighting Design
2009 Lumen West Award of Excellence

Key Projects

Park Hyatt Hyderabad
ITC Mughal, Agra
Soibermann Hotels portfolio conversion, Germany
Shanti Ananda Maurice, Mauritius





Ellen Hong
Director - Projects

Ellen is a senior hospitality leader with 15+ years of international experience across luxury hotel operations in the Middle East and Asia. She has a strong track record in leading complex properties, managing full P&L responsibility, and delivering high service standards across multi-outlet environments.

She brings particular strength in pre-opening and project phases, leading developments from concept through to stabilisation with a structured, hands-on approach. Focused on performance, cost control, and operational efficiency, she ensures alignment between design, operations, and commercial objectives.

Ellen is a key asset to lead projects, combining leadership, operational depth, and execution capability to deliver consistent, high-quality outcomes.

Base city Dubai / Seoul
 Languages Korean, English
 Qualifications Bachelor of Tourism Management
 Kyungwon University, Republic of Korea

Key Projects
 Address Sky View, Dubai
 Palace Downtown, Dubai
 Regent Phu Quoc, Vietnam
 Grand Hyatt Beijing, China
 Park Hyatt Busan (Pre-opening), South Korea
 Grand Hyatt Dubai
 HSK Events – Large-scale event projects, Seoul



Shubdeep Bose
Director - Projects

Shubdeep is a seasoned project management professional with over 18 years of global experience in hospitality, commercial, and residential development. With a background in civil engineering and interior architecture, he has led projects from concept to commissioning.

His portfolio spans luxury hotels, serviced apartments, co-working hubs, and entertainment venues across India, Kenya, Tanzania, and the Maldives. His strengths include full project coordination, stakeholder and vendor management, budget control, and operational setup. Known for his proactive leadership, Shubdeep delivers timely, cost-effective results while fostering strong team collaboration and long-term asset performance.

Base city Dubai / Nairobi
 Languages English, Hindi, Bengali, Marathi
 Qualifications Degree in Civil Engineering, Diploma in Interior Architecture, Diploma in Project Management, Certification in Construction & Hospitality Management

Key Projects
 Grand Hyatt Goa
 Best western plus Westlands Nairobi
 Novotel & Grand Mercure Goa
 Hyatt Place Nairobi
 Westin Rishikesh
 Park Hyatt Chennai
 Hilton Curio Collection Nairobi
 St. Regis Maldives



PROJECT DIRECTORS



Ashish Rawat
Project Manager

Ashish is a seasoned project manager with over 14 years' experience delivering high-end hospitality and mixed-use developments. His track record spans India and Africa, where he has overseen complex hotel and resort projects for leading brands including Marriott, St. Regis, Hyatt, Vivanta by Taj, Westin, and Mövenpick.

He is recognized for his hands-on leadership, strong coordination skills, and ability to keep projects on time, on budget, and to the highest standards of quality and safety. With a background in civil engineering and project management, Ashish brings both technical expertise and operational insight to every assignment.

Base city Dubai / Accra
Languages English, Hindi
Qualifications B.Tech – Civil Engineering, Institute of Civil Engineers (2018), B.Com – University of Delhi (2011), Diploma – Civil Engineering, CRRIT College (2011)

Key Projects
Mövenpick Accra, Ghana
Marriott & St. Regis, Delhi
Westin Spa & Resort, Rishikesh
Vivanta by Taj, Amritsar
Hyatt Hotel, Delhi
Kingfisher Nest Hotel Project, Kenya



Aamena Syed
Project Coordinator- Architect

Aamena is an Architect and Project Coordinator with over 6 years of experience in architecture, interior design, and project coordination, spanning residential, commercial, and hospitality projects.

A graduate in Architecture from SMMCA, India, and an IGBC Accredited Professional in Sustainable Interiors, she combines design sensibility with technical proficiency. Her skills include project documentation, coordination, and stakeholder communication, ensuring projects progress efficiently from concept through completion.

Aamena supports the coordination of design, documentation, and procurement activities for international hotel and resort developments. Her understanding of green building compliance and sustainable design contributes to CPM's focus on long-term quality and operational efficiency in hospitality environments.

Base city Dubai
Languages English, Hindi
Qualifications Bachelor of Architecture (B.Arch.)
IGBC Accredited Professional (Sustainable Interiors)

Key Projects
Mövenpick Ambassador Hotel, Accra
Wald Weit Hotel & Retreat, Rheingau
Convention Hotel, Banská Bystrica
Malacky Therapy Center & Retreat
Mantis Hawar Resort, Bahrain



Marina Nuzhdina
Procurement Manager

Marina is a procurement project manager with over 9 years of experience in procurement, logistics, and project management, complemented by a strong design acumen. She has delivered high-profile hospitality and residential projects across Europe.

Marina possesses a strong interior design acumen, enabling seamless collaboration with designers and architects to bring visionary concepts to life, while adhering to budgets and exceptional quality standards. Her proficiency in FF&E and OS&E procurement, coupled with expertise in logistics and vendor negotiations, positions her as a versatile and resourceful professional.

Base city Frankfurt
Languages English, Russian, German, French, Italian
Qualifications Tourism, Translation and Interpretation

Key Projects
Mövenpick Accra, Ghana
Wald Weit Hotel & Retreat, Germany
Accor Field of Mars Saint-Petersburg, Russia
Fairmont Mayakovskaya Moscow, Russia
Indigo Batumi, Georgia
Crowne Plaza Maastricht
Marriott and Courtyard by Marriott Nizhny Novgorod
AC by Marriott Sesto San Giovanni Milano
Hyatt Regency Moscow, Hyatt Petrovsky Park
Lotte Plaza Saint Petersburg
Park Hyatt Ararat Moscow



Karolina Fijas
Procurement Manager

Karolina is a procurement professional with 9 years of experience supporting luxury hospitality developments and hotel renovations with a focus on the luxury and European market.

She has managed complex FF&E and OS&E procurement scopes from tender stage through delivery, ensuring compliance with contractual requirements, project timelines, and operator standards. Her structured and detail-oriented approach supports efficient information flow across project stakeholders, enabling transparent decision-making and reliable project execution.

Through her long standing cooperation with Feuring Hotel Development GmbH, she has managed multi-project procurement coordination in fast-paced international environments, gaining extensive experience working with international teams.

Base city Krakow
Languages English, German, French, Polish
Qualifications MSc Nuclear Power Engineering – AGH University of Science and Technology, Kraków
BEng Power Engineering – AGH University of Science and Technology, Kraków

Key Projects
Rosewood Munich, Fushl, Amsterdam
Hyatt Regency, Hyatt Place „The Circle” Zurich Airport
Hyatt Place Frankfurt Airport, Germany
Andaz Munich, Germany
Mövenpick Basel, Switzerland
Soho House Amsterdam, The Netherlands





WALD WEIT HOTEL AND RETREAT, KIEDRICH



MÖVENPICK AMBASSADOR ACCRA



ONE & ONLY CAPE TOWN



LE VENDOME BEYROUTH



DARI Q LUXURY RESIDENCES JEDDAH



CASE STUDY

A COMPLEX JOURNEY TO SUSTAINABLE LUXURY

Nestled on Bahrain's pristine Hawar Island, Hawar Resort by Mantis blends adventure, comfort, and sustainability. As a pioneering environmentally focused destination in the Middle East, the resort is surrounded by a thriving wildlife sanctuary. It features 102 elegant accommodations, including overwater villas, 5 dining venues, a spa, and extensive sports facilities, Kids Club and Adventure Park, Waterpark and many offerings for outdoor activities such as Paddle boarding, Kayaking, Snorkeling Bird watching, Safari under the stars and Cooking classes, all that required specialized sourcing. The property also boasts a Recycling, Water & Energy Conservation Program.

The Mantis Hawar project exemplifies how careful management and practical solutions can transform challenges into opportunities, resulting in a luxury eco-tourism destination that celebrates both the natural beauty and cultural heritage of Bahrain. Despite the complexities of working in a remote location, the project was brought to completion on time and within budget through meticulous planning, strategic value engineering, and agile problem-solving.

Coordinating the transportation of items to Hawar Island, a remote location, posed significant logistical challenges. Items had to be consolidated in Manama before being taken to the island by barge, requiring precise planning to catch available barges to ensure timely delivery and installation.

The ongoing situation in the Red Sea caused unexpected disruptions in supply routes, which could have delayed the project. However, our team's agile approach ensured swift adjustments to the plan, minimizing disruptions and preserving the overall timeline. The ability to quickly adapt to changing circumstances is a key to maintaining project momentum.

Tight budget limitations required an extensive value engineering, balancing cost with quality and sustainability goals. This involved making selective adjustments to materials while preserving the integrity of the original design. Close collaboration with vendors was essential to meet the project's high standards and ensure that all items were delivered on time. As always, we focused on building strong relationships with suppliers, enabling us to negotiate the best outcomes for the project.



CASE STUDY

HOW WE MANAGED TO PRODUCE, DELIVER AND INSTALL A FULLY BESPOKE ULTRA LUXURY VILLA IN MAURITIUS UNDER 3 MONTHS

Crafted for a discerning clientele, the Private Homes at One&Only Le Saint Geran demand meticulous design coordination.

Every piece of equipment was custom-tailored, with the highest craftsmanship quality.

Delivering a Show Villa within a mere 3 months posed a formidable challenge, given the precise production requirements, transportation logistics, and intricate importing regulations in Mauritius—all while adhering to budget constraints.

Balancing the requirements of a large scale tender in anticipation of a 52 villas roll out, while procuring only 1 piece of each item for the Sales Show Villa, required strategic foresight and a very close collaboration with suppliers.

To achieve complete client satisfaction, we allocated additional resources beyond typical project scope. Our Project Manager and Managing Director spearheaded close internal coordination and client communication throughout the process. Our designers created or supervised all custom productions, while a specialist coordinated logistics to keep a high processing pace.

Very close vendors' management was required to ensure timely and impeccable execution of all orders.

Fast and precise execution, impeccable communication and ability to change plan and reorganize in a very agile manner were key to this project success.







CASE STUDY

HOW WE MANAGED TO SOURCE, EXPORT AND IMPORT OVER 200 ANTIQUE AND VINTAGE PIECES FROM WEST EUROPE TO GEORGIA FOR AN HISTORICAL AND HERITAGE PROJECT

Tsinandali Estate, birthplace of Georgian wine-making, holds a rich history within Kakheti's wine region, once owned by the Chavchavadze family, notably Prince Alexander Chavchavadze (1786-1846), a revered poet and leader.

The Radisson Collection Tsinandali presented a distinctive challenge: to uphold operational standards and international luxury hospitality requirements while honouring the estate's rich history.

The preservation of the heritage building necessitated careful selection of materials, overseen by government officials and restoration experts. Additionally, the fit-out of public areas was guided solely by the artistic direction of renowned lighting designer Ingo Maurer and Georgian artist Tamara Kzesitadze. Managing the intricate design required a specialized team. Our Design and FF&E specialists developed a comprehensive specification book based on the visions of the two Art Directors.

To maintain authenticity within budget constraints, we scoured antique markets and auction houses for furniture, lighting fixtures, rugs and accessories, and hand-picked unique pieces, negotiating prices piece by piece with antiquarians and private owners.

Orders management, financial tracking, and export logistics prove extraordinarily complex thanks to vendors' preference for cash payments without receipts and reluctance to provide necessary documents for international transport.

The hotel opened in 2018 and immediately garnered acclaim, including being named a finalist for the "Best Hotel & Tourism Resort Award" at MIPIM2020, thanks to its hand-crafted interiors, premium lifestyle facilities, and unwavering character and authenticity.





LUXURY RESIDENCE DUBAI, UAE
Design and Execution





SIX SENSES KAPLANKAYA, TURKEY (FORMERLY CANYON RANCH WELLNESS RESORT)



LE MERIDIEN BATUMI, GEORGIA



MARRIOTT TBILISI, GEORGIA



TABLE TOP PRESENTATION BUSAN SOUTH KOREA









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