

Demis Teshager Abeje

Chief Executive Officer

Abay Industrial Development Share Company · Bahir Dar, Ethiopia

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Executive with a career spanning district administration to industrial leadership in Ethiopia — currently steering Abay Industrial Development S.C.'s garment and cement operations, having previously shaped strategy, finance, and governance at ADSWE and across the Amhara regional administration.

PERSONAL INFORMATION

BORN

05 Dec 1972 · Gondar, Amhara

NATIONALITY / STATUS

Ethiopian · Married

COUNTRY OF WORK EXPERIENCE

Ethiopia

EDUCATION

MBA

University of Gondar

BA, Accounting

Ethiopian Civil Service University

Secondary (11–12)

Damot Senior Secondary School

Elementary & Secondary (1–10)

Nefas Mewcha Elem. & Secondary School

TRAINING

Corporate Governance — NBE / Crown Agent, 2016

Strategic Mgmt. & Corp. Governance — London, UK

BSC Strategic Planning & Kaizen — ADSWE

MS Office — Word, Excel, Access

Peachtree Accounting

AML / CFT — Abay Bank

Exec. Board Workshop — London, 2024

Exec. Board Workshop — Istanbul, 2023

LANGUAGE PROFICIENCY

Amharic

Excellent — listening, reading, speaking, writing

English

Excellent listening/reading · Very good speaking/writing

HOBBIES

Watching football · Reading business journals & current affairs

REFERENCES

H.E Mr Melaku Alebel Addis

Minister for Industrial Ministry

0911 220 383 · melaku.et.moti@gmail.com

Mr. Yehuala Gessesse

CEO, Abay Bank S.C.

0911 208 422 · yehualaa@yahoo.com

EMPLOYMENT RECORD

Chief Executive Officer

JAN 2017 — PRESENT

Abay Industrial Development Share Company

- Represents the share company in third-party business dealings and directs planning, guiding, and monitoring of human and non-human resources
- Built the project office delivering the garment factory (now operating) and the cement project (under construction)
- Supervises overall performance, coordinates all stakeholders, and runs day-to-day business operations

Deputy General Manager

JAN 2009 — DEC 2016

Amhara Design and Supervision Works Enterprise (ADSWE)

- Ran support operations — procurement, finance, property, HR, planning, ICT, public relations, and kaizen; authored the enterprise strategic plan and annual reports
- Revised the organizational structure and staff benefit packages; coordinated recruitment and committee-led guideline development
- Board member, Abay Bank S.C. (2012–16, audit subcommittee) and Lalibela Gypsum Factory (2012–16); elected director since 2022, having chaired the audit committee for 3 years

Head, Finance, Procurement & Property Admin.

JAN 2009 — MAY 2010

Amhara Design and Supervision Works Enterprise (ADSWE)

- Coordinated the enterprise's financial and procurement activity and facilitated property administration; ran capacity-building training with process experts

Head of Administration and General Service

JUN 2004 — DEC 2010

Amhara Region Agricultural Research Institute

- Oversaw human resources, property, and maintenance across research centers; directed institute-wide training and purchasing/recruitment management

Head, Agricultural & Rural Development Office

OCT 2003 — APR 2004

Yilmana Densa District, West Gojjam Administration

- Ran district agriculture and rural development programs; evaluated and supported field staff

Chairman of the District

NOV 1996 — AUG 2000

Jabi Tehinan District, West Gojjam Administration

- Held overall administrative and security oversight for the district; ran quarterly and annual performance reviews across every sector and capacity-building training for sector heads

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes me.

SIGNATURE

DATE