

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.

I. Personal Information

FULL NAME

Demis Teshager Abeje

PLACE OF BIRTH

Amhara Region, Gondar

DATE OF BIRTH

05 December 1972

SEX

Male

MARITAL STATUS

Married

NATIONALITY

Ethiopian

LANGUAGES

Amharic, English

II. Educational Background

HIGHER EDUCATION

MBA	University of Gondar
BA in Accounting	Ethiopian Civil Service University

HIGH SCHOOL (GRADES 11–12)

Secondary Certificate	Damot Senior Secondary School
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ELEMENTARY & SECONDARY (GRADES 1–10)

General Education	Nefas Mewcha Elementary & Secondary School
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III. Training

01 Corporate Governance Organized by NBE with Crown Agent · 21–25 Mar 2016	02 Strategic Management & Corporate Governance London, UK
03 BSC-Focused Strategic Planning & Kaizen Organized by ADSWE	04 Microsoft Office — Word, Excel, Access
05 Peachtree Accounting	06 Anti-Money Laundering / CFT Organized by Abay Bank
07 Executive Workshop for Boards of Directors London, UK · 26 Feb – 01 Mar 2024	08 Executive Workshop for Boards of Directors Istanbul, Turkey · 12–16 Jun 2023

IV. Country of Work Experience

Ethiopia

V. Language Proficiencies

LANGUAGE	LISTENING	READING	SPEAKING	WRITING
Amharic	Excellent	Excellent	Excellent	Excellent
English	Excellent	Excellent	Very Good	Very Good

VI. Employment Record

Chief Executive Officer	JAN 2017 — PRESENT
Abay Industrial Development Share Company	
— Representing the share company to third-party business dealings	
— Responsible for overall planning, guiding, and monitoring of human and non-human resources of the share company	
— Established the project office to perform and execute planned projects — the garment factory is now under operation while the cement project is under construction	
— Supervision of overall performance and coordination of all stakeholders for the better achievement of the company	
— Responsible for day-to-day operation of the business	

Deputy General Manager

JAN 2009 — DEC 2016

Amhara Design and Supervision Works Enterprise (ADSWE)

- Responsible for planning and executing tasks across the support work process — procurement, finance, property administration, human resources, planning, ICT, public relations, and kaizen
- Revised the organizational structure and prepared benefit packages for employees across the enterprise
- Developed the strategic plan for the enterprise
- Prepared annual reports
- Coordinated and organized the activities of Finance, Procurement, and Property Administration
- Coordinated human resource and management activities including employment, recruitment, and placement
- Directed and participated in committee assignments to prepare guidelines for managing issues across the enterprise
- Coordinated the activities of Public Relations and Marketing, ICT, Planning, and Monitoring & Evaluation
- Monitored and evaluated work progress against the working schedule

ADDITIONAL ENGAGEMENTS ON BEHALF OF ADSWE

- Member, Board of Directors, Abay Bank S.C. (2012–2016) — BoD Audit Subcommittee
- Member, Board of Directors, Lalibela Gypsum Factory (2012–2016) — now under operation
- Member, Board of Directors from 2022, serving 3 years as Chairperson of the Audit Committee; currently elected as director for the next term

Head of Finance, Procurement & Property Administration

JAN 2009 — MAY 2010

Amhara Design and Supervision Works Enterprise (ADSWE)

- Coordinated and facilitated the different activities under this process
- Coordinated the different financial issues undergoing in the enterprise
- Organized procurement activities and followed up the progress of each
- Facilitated property administration issues
- Built capacity through training and collaboration with process experts

Head of Administration and General Service

JUN 2004 — DEC 2010

Amhara Region Agricultural Research Institute

- Followed up on the overall research centers' and institute's human, property, maintenance, and administration issues
 - Facilitated training programs across the research centers and the institute
 - Followed up on proper management of purchasing, resource administration, recruitment, and other center activities
 - Coordinated overall human resource activities
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Head, Agricultural & Rural Development Office

OCT 2003 — APR 2004

Yilmana Densa District, West Gojjam Administration

- Coordinated, supervised, and followed up on the overall activities of the office
 - Evaluated and supported staff under the office
 - Followed up on development arenas of the district, especially agriculture and rural development
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Chairman of the District

NOV 1996 — AUG 2000

Jabi Tehinan District, West Gojjam Administration

- Controlled, supervised, monitored, and followed up on the overall activities of the district
 - Coordinated the activities of all sectors in the district
 - Closely monitored the security of the district
 - Evaluated the overall performance of the different sectors quarterly, semi-annually, and annually
 - Provided capacity-building training on managing, evaluating, and following up, for all sector heads
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VII. Hobbies

Watching football · Reading business journals and current affairs

VIII. References

H.E Mr Melaku Alebel Addis

Minister for Industrial Ministry

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melaku.et.moti@gmail.com

Mr. Yehuala Gessesse

CEO, Abay Bank S.C.

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yehualaa@yahoo.com

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

SIGNATURE

DATE