

Erkin Nasirov

📍 Azerbaijan | ✉ erkin.nasirov@khazar.org | 🔗 [LinkedIn](#)

Executive Summary

Strategic and results-driven executive with extensive experience in **HR Management, Operations, Finance, Legal, and IT oversight**. Proven ability to drive **corporate governance, business transformation, and operational excellence**. Currently serving as **Advisor to the Chairman**, overseeing the **HR, Finance, Legal, and IT** functions to ensure alignment with corporate strategy and sustainable business growth. Strong academic credentials with a **Master's in HR Management and Law** and **CMI Level 7 in Strategic Management & Leadership**. Passionate about fostering high-performance teams, enhancing organizational efficiency, and driving digital transformation.

Core Competencies

- Corporate Governance & Board Advisory
- HR Strategy & Workforce Planning
- Financial Management
- Legal & Compliance Oversight
- IT & Digital Transformation
- Performance & Change Management
- Leadership Development & Succession Planning
- Employee Engagement & Culture Building

Professional Experience

Supervisory Board Member, Advisor to the Chairman

Sinteks Group of Companies | January 2019 – Present | Azerbaijan

- **Oversee HR, Finance, Legal, and IT** departments, ensuring operational efficiency and strategic alignment.
- Provide **executive guidance on governance**, and corporate compliance.
- Lead **regulatory compliance** initiatives.
- Drive **HR transformation**, focusing on leadership development, talent retention, and workforce optimization.
- Collaborate with the **executive team and stakeholders** to enhance **digital transformation** strategies.

HR Director (Member of the Management Board)

Sinteks Group of Companies | March 2017 – January 2019

- Led the **company's HR strategy**, focusing on talent acquisition, engagement, and leadership development.
- Spearheaded **HR digital transformation**,
- Developed and executed **succession planning** to ensure long-term business sustainability.

Operations Manager

CIDC Baku LLC (Paper & Diaper Production) | November 2012 – March 2017

- Managed the **operations, supply chain, and process optimization** for large-scale production.
- Led cost-reduction initiatives and implemented **LEAN methodologies** for efficiency improvement.

HR Manager

CIDC Baku LLC | July 2010 – November 2012

Additional HR & Operations Roles:

- **Strabag** – HR Specialist (2010)
- **KCA Deutag** – HR & Development (2007–2010)
- **AMEC** – Offshore Personnel Coordinator (2006–2007)
- **PCH Offshore PTY Ltd** – Offshore Personnel Coordinator (2005–2006)
- **Moody International** – Recruitment Officer (2004–2005)

Academic Qualifications

- **CMI Level 7 in Strategic Management & Leadership** | Chartered Management Institute, UK
- **MSc, International Development – HR Management & Development** | The University of Manchester
- **Master's in Civil Law** | Baku State University
- **CIPD Introduction to Management**

Key Achievements

- **Enhanced corporate governance** by integrating HR, Finance, Legal, and IT into a cohesive strategy.
- **Led workforce and financial transformation**, driving efficiency and risk mitigation.
- **Implemented compliance frameworks** to ensure legal and regulatory adherence.
- **Optimized digital strategies**, improving IT security, automation, and operational resilience.

Professional Development & Teaching Roles

Adjunct Lecturer – Khazar University & Azerbaijan University (2011–2019)

Taught Business Communication, HR Management, Leadership, and Organizational Behavior.

Languages

Azeri, English and Russian