

# Personal Profile

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## WORK EXPERIENCE

2010-present	<b>Solar Energy Research Institute of Singapore (SERIS), at the National University of Singapore (NUS)</b> Deputy CEO Cluster Director, Solar Energy Systems	<b>Singapore</b>
2008-2010	<b>PROACTIVE new energy GmbH</b> , Managing Director (formerly known as: ILIOTEC International GmbH)	<b>Regensburg, Germany</b>
2006-2007	<b>ILIOTEC Solar GmbH</b> , Chief Operating Officer	<b>Regensburg, Germany</b>
2004-2006	<b>SIEMENS AG, Com Mobile Networks</b> , Project Leader	<b>Munich, Germany</b>
2002-2004	<b>SIEMENS AG, Corporate Strategies (CD S 7)</b> , Project Leader	<b>Munich, Germany</b>
1998-2000	<b>SIEMENS Showa Solar Pte. Ltd.</b> , Marketing Manager Asia-Pacific	<b>Singapore</b>
1993-1996	<b>SIEMENS AG, Corporate Research &amp; Development</b> , Project Manager	<b>Munich, Germany</b>

### **Major Achievements:**

- § Co-authored major strategic paper: "Solar PV Roadmap for Singapore"
- § Acquired research funding worth S\$24 mil over 5 years, incl. S\$2 mil from industry
- § Developed innovative solar-powered streetlamp and founded spin-off company
- § Achieved turn-around of a €80 mil company
- § Acquired new key accounts and projects increasing sales by 20% within 1 year
- § Establishing account-orientation and KPI systematic for worldwide sales force of 4,000
- § Resolved discrepancy between volume and value planning at €1.3bn line-of-business
- § Successfully managed worldwide project on Crisis Management and Business Continuity Planning, covering 15 business units in 90 countries
- § Doubled sales in 2 years (S\$10.9 to S\$21.5 mil)
- § Initiated long-term projects worth S\$30 mil in revenues

### **Strategic Development and Implementation:**

- § Established new business segment targeting financial investors
- § Introduced comprehensive Account Strategy Planning at €1.3bn business unit
- § Systematically developed Corporate Strategies based on detailed analysis of markets, their potentials and profitability in Business Concept projects in Germany and France
- § Developed manufacturing strategy in Mexico and initiated implementation, involving USA, Canada and Mexico

### **Management Experience:**

- § Co-heading as Deputy CEO largest applied solar energy research institute in Asia with >200 staff
- § Built-up research department with 50 staff
- § Headed solar systems integration & installation company with 200 employees
- § Developed large-scale solar projects in Germany, Spain, Italy and Czech Republic
- § Lead sales improvement project with 5 sub-modules and 45 Team members
- § Managed Asian division of global key account team for multinational telecom companies
- § Built company-wide network for internal businesses (cross-selling)
- § Headed team of 12 engineers and workers to plan, build and operate a new R&D lab

## Personal Profile (Dr. Thomas Reindl), cont.

### **Finance & Controlling**

- § Set-up financial planning & controlling for €80mio company (internal & external)
- § Establishing strategic reporting & controlling in project business (opportunity tracking, share-of-wallet, bid quality index, employee productivity)
- § Conducted close project controlling for high-profile EBIT improvement projects in the US and across Scandinavia

### **Communication Skills**

- § Spokesperson of largest applied solar energy research institute in Asia
- § Featured in numerous print and TV interviews and documentaries
- § Represented €80 mil company in front of various stakeholders
- § Lead crisis management during project difficulties (internal & external communication)
- § Moderated Account Strategy Workshop for 3 Global Accounts at €1.3bn business unit
- § Prepared several Corporate and Supervisory Board presentations
- § Presented at international conferences in Europe, Asia and the USA

1997-1998	<b>Yunnan Semiconductor Device Factory, Foreign Expert</b>	<b>Kunming, China</b>
	<ul style="list-style-type: none"><li>§ Led joint-venture negotiations; developed detailed plan for equity shares, technology transfer and equipment supply</li><li>§ Successfully met cultural challenge and politics of working in a Chinese state-owned company</li></ul>	

## **EDUCATION**

2001	<b>INSEAD, Master of Business Administration (MBA)</b>	<b>Singapore / Fontainebleau, France</b>
	<ul style="list-style-type: none"><li>§ MBA awarded "with Distinction" (top-10%)</li></ul>	
1996-1997	<b>Beijing Normal University, Chinese Language Degree</b>	<b>Beijing, China</b>
	<ul style="list-style-type: none"><li>§ Selected for a German government scholarship (12 out of 1000 awarded)</li></ul>	
1988-1996	<b>Regensburg University, Dr. rer. nat. and Diploma in Chemistry</b>	<b>Regensburg, Germany</b>
	<ul style="list-style-type: none"><li>§ Ph.D. awarded with "summa cum laude" = <i>highest honors</i> (2 out of 300 awarded)</li></ul>	

## **LANGUAGES**

German (mother tongue)  
English (fluent)  
Mandarin-Chinese (good)  
French (ok)

## **PERSONAL INTERESTS**

Travelling (study tours, adventure trips)  
Event organization (adventure days, weddings, performances)  
Sports (dragon boat racing, badminton, staircase-climbing, mountain-biking, running)