

Jacek Janusz Poświata

Profile

A senior strategy adviser and consulting leader with 35 years' experience working with C-suite executives, private owners, entrepreneurs and investors. Specialises in identifying and capturing full business potential while aligning the interests of diverse stakeholder groups. Brings deep expertise across strategy and value creation, transformation, international expansion and market entry, process simplification and cost reduction, digital strategy and ESG, as well as corporate governance design and reorganisations. Has a strong track record of supporting key business decisions and M&A initiatives, including due diligence, post-acquisition integration and investment portfolio management. His cross-sector experience spans private equity, healthcare services, pharmaceutical distribution, retail, consumer goods, industrials, metals and mining, financial services and transport, across Poland, Central and Eastern Europe, Western Europe, the Middle East, South Africa and North America.

Board and Advisory Roles

OSHEE Polska S.A., Poland – Supervisory Board Adviser, 2026–present

Supports the development and implementation of the company's value creation, international expansion and organisational agenda. Provides coaching and mentoring to senior management.

60 Million Congress, USA – Chair, Advisory Board, 2025–present

Supports the development of a new growth strategy. Advises on preparations for the Miami Congress 2026 and 2027.

Lesław A. Paga Foundation, Poland – Member, Advisory Board 2023–2025

Supported the development of the Foundation's growth strategy. Advised on ongoing activities.

KGHM S.A. / KGHM International, Inc., Poland – Supervisory Board Member 2011–2015

Member of the Strategy Committee. Supported international expansion and operations, as well as operational transformation. Advised on long-term strategy.

Professional Experience

Bain & Company, Inc. 2012–present

Advisory Partner, Poland & Central and Eastern Europe 2026–present

Senior Partner, Poland & Central and Eastern Europe 2012–2026

Leadership roles

- Chairman, Bain Central and Eastern Europe 2024–present
- Founder and Managing Partner, Bain Poland/CEE 2012–2024
- Member, EMEA Regional Leadership Team 2012–2024

- Head of the Private Equity and Strategy Practices, Eastern Europe 2012–present

McKinsey & Company, Inc. 1992–2012

Director (Senior Partner), Poland 2004–2012

Principal (Partner), Poland 1999–2004

Consultant/Manager, Denmark, Canada, Poland 1992–1999

Leadership roles

- Head of the Private Equity and Strategy Practices, Eastern Europe 2008–2012
- Managing Director, McKinsey Poland 2005–2011
- Member, Worldwide Personal Evaluation and Election Committee (responsible for South Africa, the Middle East, the UK and India) 2003–2012
- Head of the Personal Committee, Eastern Europe 2005–2011
- Head of the Telecommunications Practice, Eastern Europe 2000–2005

Earlier Career

Philip Morris, Lausanne, Switzerland – Intern 1991

Eli Lilly, Vienna, Austria – Intern 1991

Chrysler Motors Corporation, Detroit, USA – Analyst 1987–1990

Kansallis-Osake-Pankki, Helsinki, Finland – Intern 1986

Suomen Unipol OY, Helsinki, Finland – Intern 1985

Education

MBA, Columbia Business School, New York, USA 1990–1992

MA, Warsaw School of Economics, Poland 1983–1987

Memberships and other professional activities

- Member of: the Polish Business Roundtable, the American Chamber of Commerce, 60 Million Congress and Corporate Connections.
 - Speaker and author: Regular speaker and contributor at leading business and economic conferences, including the Krynica/Karpacz Economic Forum, the European Financial Congress, the European Economic Congress, Private Equity Insights and the World Economic Forum in Davos.
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