

CURRICULUM VITAE  
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# Tapio Siik

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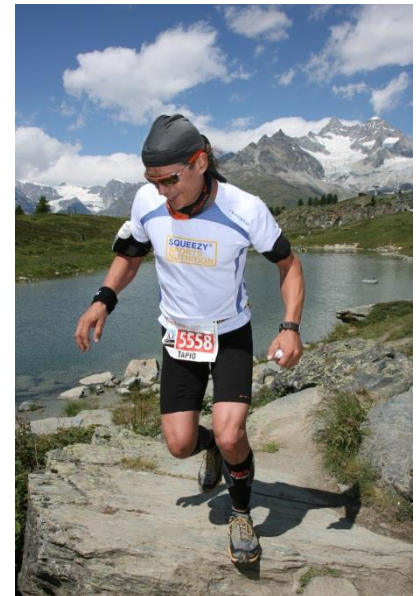
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## Personal details

Date of birth	July 12 <sup>th</sup> , 1961
Nationality	Finnish
Marital status	Divorced, three adult children

## Self-development objective

To work in positions where I can use my wide technology, business, start-up, and investment background & network to make a difference by focusing on the relevant issues that really matter when the end results are measured.



Jan 2014 – Present EIT Digital, Espoo, Finland

### Manager, Access to Finance

Managing the EIT Digital access to finance activities in Finland.  
Support EIT accelerated startups with their fund raising activities.

Sep 2012 – Present Aalto University Center for Entrepreneurship (ACE), Espoo, Finland

### Head of ACE

Managing the Aalto University technology commercialization activities, and catalyzing the entrepreneurship & innovation related initiatives within & around Finnish startup ecosystem.

#### Key responsibilities / achievements of ACE:

- Managing Aalto innovation process
- Patenting and licensing Aalto research results (TLO/TTO function)
- Spin-off company creation
- Coordination of Aalto TEKES/TUTL project application process
- AppCampus accelerator activity with Microsoft & Nokia
  - Over 4300 submissions from 100+ countries
  - Paid grants over 10MEUR
  - 300+ applications launched commercially
- Vertical Health accelerator ramp up.

#### Positions of trust related to ACE:

- Aalto representative in TEKES Delegation
- Member of the AppCampus accelerator steering board
- Member of the SPINNO accelerator steering board
- Aalto project & scientific lead in OPENAXEL EU-project (Telefonica lead)
- Aalto representative in Nordic Innovation/NORTTH steering board
- Aalto representative in EIT Digital Task Force
- Aalto TEKES/TULI-project owner

Apr 2012 – Aug 2012 Aalto University Center for Entrepreneurship (ACE), Espoo, Finland

### Head of Innovation Services / Deputy Head of ACE

Managing the Aalto University technology transfer team, which is responsible for commercializing of Aalto research results either by licensing the IP or creating spin-off companies based on it.

Participation in Aalto Ventures Program (AVP), which was a TEKES funded program, executed jointly with Stanford Technology Ventures Program (STVP).

Oct 2011 – Apr 2012 Aalto University Center for Entrepreneurship (ACE), Espoo, Finland

### Executive in Residence (EIR)

- As ACE EIR, participating in Aalto ES Startup Sauna as a coach, and also working as a team member in ACE organization with other innovation/entrepreneurship activities.
- Negotiating, planning & ramping up AppCampus mobile application accelerator program managed by Aalto University in Espoo, Finland. This is an 18 million euro joint investment between Microsoft and Nokia to foster mobile application development on Windows Phone and any other Nokia platform.

To drive innovation and business opportunities in Finland's mobile ecosystem and beyond, Microsoft and Nokia invested 9 million euros each into the three year "AppCampus" program starting from spring 2012. The AppCampus program has been set up to foster the creation of innovative mobile applications for the Windows Phone ecosystem, and in addition, Nokia platforms, including Symbian and Series 40, to create a new generation of self-sustaining mobile startups.

AppCampus is led and managed by Aalto University, which has a growing reputation as a hotbed of new startup companies. AppCampus is intended to attract thousands of application proposals from students and entrepreneurs from all over the world.

Jul 2009 - Present XN-Ventures Oy, Lempäälä, Finland

### Managing Partner

Founder and Managing Partner of XN-Ventures Oy.

XN-Ventures was founded with the objective to help start-up companies in their business development and funding strategies. Customer base has been international from the very beginning, but the main focus is in the Nordic markets.

Several start-ups have been using XN-Ventures services to prepare themselves for new financing rounds either with business angels or VC's. XN-Ventures has helped the companies by making introductions to the most potential investors.

Several market & technology analysis projects have been done to some international customers, as they have been looking to expand their businesses to new areas either by partnering or getting the technology/business in-house via acquisition.

In addition XN-Ventures has worked with multiple bigger companies to help them with their innovation or funding related projects. Good examples of this kind of work are Innovation Mill and VC Zone initiatives by Technopolis Oyj.

Providing marketing/sales support to several international companies for their European business activities. These are longer term agreements which take couple days per month with the main focus usually in Nokia relationship management.

Active participation in Oulu area start-up scene since year 2002, when I started there as chairman of the NOITA business angel group.

**General Partner**

Founding member of Nokia Growth Partners ([www.nokiagrowthpartners.com](http://www.nokiagrowthpartners.com)), which is a global US\$500m strategic growth capital arm of Nokia Oyj, targeting strategic mid to late stage funding for companies that link to Nokia businesses or strategy.

- Only Partner with technology background
- Finland based with significant Silicon Valley & Israel exposure
- Fund reported to Nokia Investment Committee (CFO, CTO, VP M&A, and VP Treasury)
- Traditional Delaware GP/LP venture fund structure (with carried interest)
- Managed also Nokia's Fund-to-Fund investments from separate US\$100m fund
- Acted as Nokia interface for Blue Run Ventures
- Created and implemented investment strategy with other partners
- Created and used financial and valuation models for investment analysis
- Created and executed Nokia business development plans for portfolio companies
- Established deal sourcing processes with Nokia sourcing and technology teams
- Sole responsibility for process, R&D and IPR due diligence in the partnership
- Fund did not take any full board director positions due to corporate VC status
- Validated investment strategy with successful exits
- Key Investments:
  - **Sasken Communication Technologies** [IPO] (India)  
[SW & HW outsourcing]
    - Deal negotiation and closing
    - Active business development role with the top management
    - Supporting Sasken acquisition of Botnia Hightech in Finland
    - Sale of the shares in Bombay Stock Exchange (BSE)
  - **Bitboys** [Acquired by ATI Technologies] (Finland)  
[Graphics IP licensing]
    - Technical due diligence, deal negotiation and closing
    - Board observer
    - Orchestrating the ATI acquisition of the company
  - **Coding Technologies** [Acquired by Dolby] (Germany)  
[Audio codec IPR licensing]
    - Technical due diligence, deal negotiation, and closing
    - Investment done as convertible loan
    - Strategy board member
    - Active business development role with the top management
  - **Global Locate** [Acquired by Broadcom] (USA)  
[A-GPS service]
    - Technical due diligence
  - **Summit Microelectronics** [Acquired by Qualcomm] (USA)  
[Power management chips]
    - Technical due diligence & deal negotiation
    - NGP has no board presentation
    - Still actively working with the company in business support
  - **Heptagon** (Switzerland)  
[Wafer level diffractive optics]
    - Technical due diligence, deal negotiation and closing
    - Active board observer
    - Very active role in business development and support
  - **Inside Contactless** [IPO, 02/2012] (France)  
[Contactless payment/NFC technology]
    - Technical due diligence & deal negotiation
    - Board observer
    - Active role in Nokia business support
  - **Morpho** [IPO on Mothers, 07/2011] (Japan)  
[Imaging algorithm licensing]
    - Technical due diligence, deal negotiation, and closing

## International Early Stage VC Investment Experience

Mar 2002 – Dec 2004 Blue Run Ventures (previously known as Nokia Venture Partners), Tampere, Finland  
**Venture Consultant**

Global US\$1+ billion early-stage venture capital fund  
(now BlueRun Ventures: [www.brvc.com](http://www.brvc.com) ).

- Finland based with significant Silicon Valley, Europe, Korea & Israel exposure
- Responsible for Nokia interface during the due diligence and also for portfolio company business development, where the fund took very hands-on, active approach
- Extensive personal technology due diligence participation, and also locating the technology experts in Nokia organization to support the investment activity
- Active board observer in some portfolio companies
- Key investment involvement:
  - **WiderThan** [Acquired by RealNetworks] (Korea)  
[Telecom SW]
    - Worked closely with the company all the way from the investment due diligence to the IPO in NASDAQ (Dec-2005)
    - Spent several weeks in Korea in the company offices helping with the international business development and strategy
  - **Bitfone** [Acquired by HP] (USA)  
[Mobile device firmware]
    - Active board observer in the company with significant participation in the company IPR strategy development (member of the company patent board)
    - Extensive business development activity with Nokia account
  - **Atrua** [Acquired by AuthenTec] (USA)  
[Fingerprint sensor HW & SW]
    - Active business development support throughout the investment period working closely with the company top management
    - Nokia account sales support
  - **Covigo** [Acquired by Symbol] (USA)  
[Mobile SW development platform]
    - Active business development support throughout the investment period
    - Supporting the due diligence process by Symbol during the acquisition
  - **Sensetech** [Acquired by Mosen] (Korea)  
[Mobile device keypads]
    - Active business development support throughout the investment period
    - Nokia account sales support
  - **Corea Titanium** (Korea)  
[Material Science]
    - Nokia/Vertu customer account and technology validation support
  - **Advasense** (Israel)  
[Camera sensor]
    - Active support in technology requirement gathering from Nokia camera team
  - **SiliconBlue** (USA)  
[FPGA technology]
    - Technology validation and piloting support with Nokia phone platform teams
  - **Wavemarket/LocationLabs** (USA)  
[Location based services]
    - Active company business development support in working with Nokia Networks and Nokia Mobile Phones

## Nokia R&D and Business Management Experience

Jun 2001 – Mar 2002 Nokia Mobile Phones / Application Technologies, Tampere, Finland

### **Senior Technology Manager, Application Technologies**

Unit's task was to develop and productize several new technologies to Nokia mobile phone product portfolio. At 2001 portfolio included e.g. GPRS, WLAN, MIDI, MMS, Bluetooth, Navigation/GPS and Java.

- Member of Application Technologies management team
- Responsible for introducing new technology areas for development
- Nokia wide handset technology roadmap facilitation responsibility
- Nokia patent board participation
- Series 60 requirement management process owner
- Ramp up S60 requirement management tool and facilitation of the process

Apr 1999 – Jul 2001 Nokia Wireless Business Communications / Nokia Internet Technologies, Boston, US

### **Vice President, Adaptive Mobile Applications**

Position as a head of a new (startup) product line with the business responsibility for building mobile application suite for Wireless Business Communication unit. Key element in this ramp up was an acquisition of US based company, which was also the reason for relocating to Boston. Eventually, the operation was running over three sites (Boston, Tampere & Oulu) with total headcount around 150 people.

- Successfully ramped up multisite business operation with P&L responsibility.
- Business owner of a 100MUSD Telekol acquisition with full responsibility of negotiating and executing the deal.
- Integration of the acquired company to Nokia organization.

Jan 1997 - Mar 1999 Nokia Telecommunications / Nokia Ventures Organization, Tampere, Finland

### **Head of Product Development, Network Products**

Position as a head of the product development in the GSM Intranet Office (GIO) concept. Village Connect solution by NSN is the final incarnation of this work.

- Build the product line from two person startup to 100+ person full blown business unit
- Line management & HR responsibilities in building up the organization
- Several patent filings out of the GIO technology
- Nokia patent board participation
- Integration manager of the Vienna Systems acquisition (approx. \$150 million)
- Completion of two major OEM agreements with partners (Israel & USA)
- Building of large, high quality subcontractor network

Jun 1995 – Jan 1997 Nokia Telecommunications, Tampere, Finland

### **Project Manager & Section Manager, OSS platforms**

Position in planning the use of third party commercial network management system platform within Nokia's own NMS development. Job included alliance and technology management duties, and participation in several beta/pilot programs with the partners.

## Other relevant R&D, Marketing, and Business Management Experience

Aug 1994 – May 1995 Nekomat Oy, Tampere, Finland

### **Manager, Automation and Information Systems**

Position as a head of the department in Nekomat Oy, where responsible for automation and information systems in the delivered material handling systems.

- Member of company's management board.
- Business responsibility for the automation area in the company
- Information management systems management and planning for internal use

Aug 1993–Jul 1994 Opti Inter-Consult Oy, Hoofddorp, The Netherlands

### **Manager, Consultancy and Project Management**

Position in OptiCad Holland B.V., a daughter company of Opti Inter-Consult Oy, where responsible for marketing and sales of company's consultancy and programming services in the European market.

Jun 1991–Jul 1993 Intergraph Corporation, European Headquarters, Hoofddorp, The Netherlands

### **Product Marketing Manager**

Position in the AEC product marketing group, where responsible for Intergraph's EE CAD/CAE software marketing and product management in Europe. Main tasks included defining European business strategies and objectives, product positioning per industry segment, marketing communication coordination, and defining European user needs for functionality of the product line.

- Produced and executed electrical engineering part of the sales force training.
- Organizing European level application engineer training (workshops).
- Management of localization project for German market.
- Strategic key account (DEA, ABB, StatOil, Dutch Rail, Swedish Rail) responsibility.

Oct 1987–Jun 1991 ABB Strömberg Distribution Ltd, Vaasa, Finland

### **CAD/CAM Application Engineer**

Position in development projects department, where responsible for planning and implementing a large UNIX & PC based multivendor LAN and electrical engineering environment. Attended, as ABB representative, Finnish Standardization Organization (SFS) work in electrical engineering documentation area.

Jun 1985–Sep 1987 Softplan Oy / Nokia Information Systems, Tampere, Finland

### **Software Analyst**

Part time position besides university studies in software development department, where responsible for relational DB management system and software testing tools development.

- M.Sc. thesis completed: Test Data Design in Dynamic Testing of Software

Jan 1984–Jan 1985 State Computer Center (VTKK), Tampere, Finland

### **Software Analyst**

Full time position in software development department, where responsible for developing and implementing large database application for Finnish Air Force.

## Education, Training & Interests

### Education

1982–1987 M.Sc. (EE) Tampere University of Technology

- Two majors: Software Engineering (Thesis) and Computer Science
- GPA: 4.5/5.0

### Training

Multiple Nokia senior management training modules with IMD.

Board of Directors training by Finnish Chamber of Commerce (HHJ CXLV)

Passed HHJ Exam on October 13<sup>th</sup>, 2010.

### Patents

FI9902730, GB9929335, FI9902530, GB9910115, FI9800615, WO9948311, US7436807, US7092709, and US7590407

### Angel Investments

2015: iSTOC Oy, HEIMO Oy

2016: Wellness Foundry Oy, Flowmedik Oy

### Language skills

Finnish - mother tongue  
English - fluent oral and written  
Swedish - fluent oral and written  
German - moderate oral and written  
Dutch - dormant oral and written  
Italian - working on it

### Interests

Endurance sports (Xcountry skiing, biking, kayaking, ultra running, swimming),  
Motorcycles & motorcycle restoration,  
Ultralight Aviation & Radio Controlled helicopters (and boats),  
Music

### Positions of trust

Chairman of Northern Finland IT mentoring board (NOITA), 2002-2010

Board member of Varalan Maratonklubi (IT & web responsibility), 2010-2012

Board member of Flowmedik, 2016-

Advisory board member of HEIMO, 2015-

Advisory board member of Joyflips Ltd, 2015-

### Military

Lieutenant in reserves, AA defense (Finland)

### References

Available upon request