

Professional Profile – Tomasz Kruk

Trusted Compliance & Governance Strategist for Regulated Industries

With 25+ years of global experience, I help life sciences, insurance, and health organizations overcome regulatory hurdles during transformation, audits, and crises—delivering practical, board-level solutions that drive resilience, integrity, and cultural alignment.

Who I Help

Organizations in regulated sectors, especially:

- Life Sciences & Pharma
- Health & Insurance
- Global, regional, and affiliate-level operations

Typical engagement moments:

- **Transition:** M&A, carve-outs, leadership change
- **Pressure:** Investigations, dawn raids, board scrutiny
- **Transformation:** compliance / ESG integration, digital compliance, culture shift

What I Offer

1. Interim Compliance Leadership

Global, regional, or local Compliance Officer roles

- Program continuity or crisis response
- Post-audit/post-M&A stabilization

2. Compliance Strategy & Governance

- Board-level advisory & maturity assessments
- Global framework design (FCPA, UKBA, ISO, EFPIA)
- ESG & risk integration
- Code and policy simplification

3. Investigations & Third-Party Oversight

- Internal investigations (intake to closure)
- Whistleblower systems (NAVEX, Speak-Up, etc.)
- Third-party due diligence & remediation
- Distributor onboarding, CAPA tracking

4. Culture & Capability Building

- Compliance culture embedding
- Executive coaching & stakeholder alignment
- End-to-end training rollouts, microlearning, TTT models

| Engagement Options | | |
|----------------------------|-------------------|----------------------------------|
| Type | Rate (CHF / hour) | Notes |
| Short-term (urgent/crisis) | 140–250 | Fast response, flexible scope |
| Long-term engagements | 80–200 | Volume- or outcome-based pricing |
| Fixed-fee projects | On request | Based on defined deliverables |

Why Clients Choose Me

- 50+ countries advised across all continents
- Trusted by HQs, affiliates, and distributors
- Fluent in digital tools: Veeva, NAVEX, Salesforce, SharePoint
- Fast response, no-nonsense execution, senior-level delivery

Project Highlights

- **Regional Compliance Upgrade:** Delivered multi-country maturity assessment; resulted in board-approved roadmap enabling IPO-readiness.
- **Compliance Framework Blueprint:** Built a modular compliance documentation structure across 22 domains.
- **Global Whistleblower Hotline:** Rolled out investigations system across 40+ countries.
- **Compliance Audit Coverage:** Ran APAC, LATAM, and MEA audits with actionable executive insights.
- **Greenfield Compliance Program:** Designed and launched first post-IPO global compliance system.
- **Compliance Workflow Automation:** Integrated CRM with HCP interaction approvals; cut cycle time by 50%.

How I Work

- Swiss-based, contract via AlpinaPayroll SA
- Structured onboarding + agile delivery
- Weekly alignment calls
- Seamless system integration

Career Milestones

Independent Consultant (2023–Present)

- Compliance redesigns, audits, automation
- Third-party reviews & due diligence

Vifor Pharma (2015–2023)

- Built global compliance post-IPO
- Automated workflows, hotline & case system
- Represented company at EFPIA for 7 years

Mallinckrodt, Actavis, Schering-Plough/MSD, AIG (2000–2015)

- Regional/global roles across EMEA, APAC, CIS
- Led programs under DOJ/SEC, EU compliance scrutiny
- Launched governance, ABAC, risk & audit systems





Education & Credentials

- Swiss Board Diploma, Univ. of St. Gallen (2024)
- Agile Project Management, IPMA D (2024)
- Advanced Compliance Academy, UC Berkeley (2018)
- MBA, Carlson School, Univ. of Minnesota (2003)
- Law Degree, Warsaw University (1995)

Affiliations

- International Bar Association (Anti-Corruption)
- Ethics & Compliance Switzerland
- EFPIA Compliance Committee (2015–2022)

Let's Connect

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