
Operations leader, founder, and builder with 10+ years across staffing, nonprofit, design, and education. Proven record of scaling teams from zero, raising seven figures in funding, and turning broken manual processes into working software. I diagnose a system, design the fix, and ship it — whether the deliverable is a team, a program, a company, or a product.

PROFESSIONAL EXPERIENCE

Founder — Ozvåag

2025 – Present

Global · Remote

- Founded a solo software venture building custom tools and products for businesses, nonprofits, and local governments where off-the-shelf software falls short.
- Take products from concept to launch — including nonprofit information-management software and an AI after-hours receptionist for the staffing industry.

Director of Operations — Express Employment Professionals

2022 – Present

Remote

- Direct end-to-end operations for a staffing & recruiting division, managing a team of **8** fully remotely from abroad.
- Rebuilt core workflows, reporting, and commission structures — cutting manual overhead and measurably improving efficiency across the division.
- Led the business and sales development that drove growth and justified launching a new **healthcare-recruiting division**.
- Designed and built the internal software tools that became the foundation of Ozvåag.

Executive Director — Feed Iowa First

2019 – 2022

Cedar Rapids, Iowa

- Led a food-security nonprofit through the pandemic, scaling the organization from **0 to 7 staff**.
- Raised **\$1.7M+** through grants at local, state, and federal levels, plus individual fundraising and donor cultivation.
- Founded the **Equitable Land Access** program, securing a 20-year county land lease that connects landless farmers to fertile land — still operating today.
- Chaired the Linn County Food Systems Council; created the organization's first annual report.

Freelance & Consulting

2017 – 2019

Prague, Czech Republic · Concurrent with graduate study

- Built a proofreading business serving academics — editorials, journals, master's theses, and doctoral papers for an international clientele.
- Managed remote marketing and business development for a staffing firm, helping expand it into new markets from abroad.
- Privately tutored a sitting member of parliament in English.

Co-Founder — Zink Design Group

2015 – 2017

Melbourne, Australia · Iowa, USA

- Co-founded a conceptual-design studio delivering 3D renderings and look-and-feel packages on a flat-fee model; bootstrapped to profitability.
- Led business development, marketing, and web; established the LLC and ran operations while straddling two continents.

Language Instructor — Liden & Denz Language Institute

2015

St. Petersburg, Russia

- Taught intermediate-to-advanced English and IELTS preparation to young professionals, with a focus on conversational business English.
- Delivered private one-on-one instruction to professional clients outside the institute, tailoring each course to the student's field and goals.

English Professor — Guangxi Normal University

2013 – 2014

Guilin, China

- Built and taught the curriculum for a new business-English department, lecturing **500+ students** across two semesters.
- Delivered private business-English instruction to companies and individuals alongside the university role.

Professional Photographer — Freelance

2013 – Present

Worldwide

- Weddings, portraits, and photojournalism internationally; the work self-funded travel and relocations across dozens of countries.

EDUCATION

Graduate Certificate, Sustainable Food Systems — Harvard Extension School

2021

M.A., Geopolitical Studies — Charles University

2017 – 2019

Prague, Czech Republic · Thesis on Chinese aid & investment in Central Asia (geoeconomics)

B.A. — Drake University

2009 – 2013

Des Moines, Iowa · Business, Journalism & a self-designed Photojournalism concentration

CORE COMPETENCIES

Operations & Automation

Team Leadership

Product Management & Strategy

Business Development

Fundraising & Grants

Brand & Marketing

Financial Management

Board Development & Relations