

Contact

www.linkedin.com/in/valeriia-kosiak
(LinkedIn)

Top Skills

Strategic Planning

Decision-Making

Partner Relationship Management

Languages

English (Full Professional)

Українська (Native or Bilingual)

Valeriia Kosiak

Operations | Supporting Defense Startups | Building Ukraine–EU
Bridges

Milan, Lombardy, Italy

Summary

I build the systems that keep things running — when everything else is changing.

With 10 years of hands-on experience scaling teams, budgets, and operations across tech and defense-related environments, I work at the intersection of strategy and execution.

From managing multimillion-dollar budgets and distributed offices to aligning C-level decision-making with day-to-day delivery — I've operated in chaos, restructured it, and helped teams grow sustainably.

My core value? I bring clarity. Whether it's unclear roles, messy reporting lines, or vague goals — I turn it into structure and momentum.

I've supported founders, built up PMOs, reorganized admin & finance functions, and connected cross-functional teams across borders. Originally from Ukraine, I understand complexity — and I know how to navigate it.

Now open to part-time, project-based or advisory roles in Europe-focused startups, defense tech, or operations-heavy environments.

Let's talk if you need a builder, a fixer — or someone who gets things done quietly and precisely.

Experience

European Defense Tech

Operations Manager

May 2025 - Present (5 months)

Technary

Operations Manager

January 2025 - Present (9 months)

Driving operational efficiency and strategic growth in a fast-paced defense tech startup, optimizing processes and fostering international partnerships to deliver innovative solutions for dual-use technologies.

SQUAD

Senior Operations Manager

August 2019 - January 2025 (5 years 6 months)

Kyiv, Kyiv City, Ukraine

Led acqui-hiring, office build-outs, and R&D initiatives, ensuring smooth operational setup and team growth in alignment with company objectives. Drove strategic planning and execution to support business expansion and innovation.

Ring Ukraine/ SQUAD

Head of Admin Community

August 2018 - August 2019 (1 year 1 month)

Kyiv, Kyiv City, Ukraine

Built and led high-performing teams, providing operational support to drive rapid company growth. Managed international communications, collaborated closely with the CEO, and optimized processes to ensure seamless scaling and efficiency across departments.

Ring Labs/ SQUAD

Operations manager

December 2016 - August 2018 (1 year 9 months)

Kiev Region, Ukraine

CARMEL PACKAGING INDUSTRIES

Project Manager

April 2016 - June 2016 (3 months)

Odesa, Ukraine

Launching specific manufacturing project.

Verkhovna Rada of Ukraine

Assistant to a Peoples Deputy

October 2014 - February 2016 (1 year 5 months)

Kyiv, Kyiv City, Ukraine

Odesa City Council
Photojournalist
August 2013 - March 2014 (8 months)
Odesa, Odessa, Ukraine

<https://omr.gov.ua/>

Photographer

IA "MOCT"
Photojournalist
January 2010 - March 2010 (3 months)

most-odessa.info/

Education

National Academy of Public Administration under the President of
Ukraine

Regional Studies · (2016 - 2017)

Odessa I.I.Mechnikov National University

Master's degree, Publishing and Editing · (2008 - 2013)