



Bartosz Pawłowski, CFA

WORK EXPERIENCE

PRESIDENT OF THE MANAGEMENT BOARD, CHIEF EXECUTIVE OFFICER – MTFI – 01/01/2025 – Current – WARSAW, POLAND

- Responsibility for general strategy and operations of mTFI
- Direct supervision of operations, legal, compliance and audit
- Co-operation with supervisory boards and industry bodies

VICE PRESIDENT OF THE MANAGEMENT BOARD, CHIEF INVESTMENT OFFICER – MTFI – 01/05/2021 – 31/12/2024 – WARSAW, POLAND

- Responsibility for all asset management activities for investment funds (UCITS) and discretionary asset management
- Overseeing operations department
- I oversaw creation of this company, which required extensive negotiations with the Polish Financial Supervision Authority.
- The Polish Financial Supervision Authority has officially approved my for the CIO position.

VICE PRESIDENT OF THE MANAGEMENT BOARD – CFA SOCIETY POLAND – 01/06/2020 – Current – WARSAW, POLAND

- asset management and investment advisory
- advocacy and ESG/DEI issues
- organising networking and events for members
- participating in consultations about changes to the regulatory framework
- promoting educational activities

CHIEF INVESTMENT OFFICER – MBANK – 01/09/2016 – 31/12/2022 – WARSAW, POLAND

- responsible for investment activities for discretionary portfolio management and investment advisory
- overseeing the third-party investment products offering for both private bank and retail investors

PORTFOLIO MANAGER – FINISTERRE CAPITAL – 01/05/2014 – 31/08/2016 – LONDON, UNITED KINGDOM

- managing a portfolio of a global macro hedge fund with particular focus on fixed income and emerging markets

GLOBAL HEAD OF EMERGING MARKETS STRATEGY – BNP PARIBAS – 01/05/2009 – 30/04/2014 – LONDON, UNITED KINGDOM

- preparing investment recommendations for fixed income and currency markets in emerging markets for professional investors
- From 2013, managing a team of FX, rates and credit strategists for emerging markets spread across London, New York, Sao Paulo, Singapore, Istanbul and Hong Kong.

EMERGING MARKETS STRATEGIST – TD SECURITIES – 01/11/2007 – 30/04/2009 – LONDON, UNITED KINGDOM

- preparing investment recommendations for fixed income and currency markets in emerging markets for professional investors

SENIOR ECONOMIST – ING BANK – 01/09/2004 – 30/09/2007 – WARSAW, POLAND

- preparing economic forecast for Poland
- preparing investment recommendations for fixed income and FX markets

● EDUCATION AND TRAINING

01/10/2000 – 30/09/2004 Warsaw, Poland

MA ECONOMICS Warsaw School of Economics

Website www.sgh.waw.pl

17/12/2025 – CURRENT Cambridge, MA, United States

EXECUTIVE PROGRAM IN GENERAL MANAGEMENT (EPGM) MIT Sloan School of Management

Strategic Leadership & Change Management: Developed frameworks for corporate transformation, enterprise-level decision-making, high-stakes negotiation, and cross-functional leadership.

Strategy & Innovation Dynamics: Mastered competitive strategy design and disciplined entrepreneurship models to drive growth and manage disruption in global markets.

Digital Transformation & AI: Evaluated digital business models, platform strategies, and data-driven applications of Artificial Intelligence to optimize operations and scale enterprises.

Technology & Value Chain Management: Applied MIT's system dynamics frameworks to streamline complex operations, manage risk, and optimize global value chains.

Action Learning Project: Applied theoretical frameworks to a real-world, hands-on business project, demonstrating capability in problem-solving under uncertainty and executive presentation.

01/10/2021 – 31/10/2021 Lausanne, Switzerland

HIGH PERFORMANCE LEADERSHIP IMD

Secure Base Leadership & Trust: Mastered frameworks for creating psychological safety and high-trust environments that empower teams to take calculated risks, innovate, and maximize potential.

Crisis Communication & Negotiation: Applied advanced psychodynamic principles and hostage negotiation techniques to resolve executive-level conflicts, navigate high-stakes dialogue, and manage corporate crises.

High-Performance Team Dynamics: Developed actionable strategies to transition groups into high-performing units, aligning team objectives, enhancing giving/receiving feedback, and shifting mindsets toward "playing to win."

Self-Awareness & Emotional Intelligence: Utilized neuroscience-backed methodologies and personalized executive coaching to analyze core leadership behaviors, break self-limiting patterns, and manage stress under pressure.

Strategic Leadership Roadmap: Formulated a comprehensive, long-term personal leadership strategy focused on sustaining professional resilience, clarity of vision, and measurable organizational impact.

Website www.imd.org

01/09/2007 – 01/09/2007 Charlottesville, United States

CFA CFA Institute

Website www.cfainstitute.org

01/09/2023 – 01/09/2023 Charlottesville, United States

CERTIFICATE IN ESG INVESTING CFA Institute

Website www.cfainstitute.org

● LANGUAGE SKILLS

Mother tongue(s): **POLISH**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C2	C2	C2	C2	C2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● SKILLS

Microsoft Office | Python Language - Basic knowledge | Video Conferencing (Zoom, Teams, Skype, Webex) - Advanced | Specific capital markets softwares: Bloomberg, Refinitiv Eikon | Atlassian stack (Jira, Confluence, ...) | Artificial intelligence

● MANAGEMENT AND LEADERSHIP SKILLS

Significant experience in managing teams and projects.

Over 20 years of progressive leadership across investment banking, hedge funds, and asset management — from managing a globally distributed team of EM strategists at BNP Paribas (London, New York, São Paulo, Singapore, Istanbul, Hong Kong) to overseeing the creation of mTFI from scratch, including multi-year licensing negotiations with the Polish Financial Supervision Authority (KNF). Currently serving as President & CEO of mTFI, with full P&L responsibility, direct oversight of investment, operations, legal, compliance and audit functions, and active engagement with supervisory boards and industry bodies. Board member of CFA Society Poland since 2020. Participant in MIT Sloan EPGM program (2025–current), applying frameworks in strategic transformation, enterprise decision-making and disciplined entrepreneurship. Completed High Performance Leadership program at IMD (Lausanne, 2021), focused on psychodynamic leadership, trust-based team management and high-stakes negotiation.

● COMMUNICATION AND INTERPERSONAL SKILLS

Excellent presentation skills

Fluent communicator across institutional, regulatory and public audiences. Extensive experience presenting investment strategy and market analysis to professional investors, supervisory boards, and media. Former sell-side strategist (BNP Paribas, TD Securities) regularly publishing research and appearing in financial media on EM fixed income, FX and macroeconomics. Active contributor to regulatory consultations through CFA Society Poland, including MiFID II, ESG and market structure discussions. Skilled in translating complex financial and regulatory content for diverse stakeholders — from retail clients and bank distribution networks to KNF supervisors and group-level management at mBank/Commerzbank.