



Karim-Oliver Darvich

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Managing Director / COO / CSO

"Strategically shaping growth, enhancing performance, realigning organisations."

Results-driven top executive with over 20 years of leadership experience in sales, operations, logistics, and corporate development. Specialised in managing international service and supply chain structures, developing scalable growth models, and successfully driving change processes in dynamic business environments. Combines strong analytical skills with clear communication and exceptional people and leadership abilities. Extensive expertise in building business units, realigning operational entities, managing large transformation programmes, and strategically developing customer and product portfolios. Recognised as a reliable, confident, and performance-oriented leadership partner with a clear structure, commercial acumen, and a strong focus on sustainable results.

CORE COMPETENCIES

- International stakeholder management
- Sales & business development
- Digitalization, automation & KPI systems
- Organizational development
- Team leadership & leadership development
- Process optimization
- Operations & supply chain management
- Product & service portfolio strategy

Selected Key Achievements

- Successful build-up and scaling of a nationwide healthcare operations network, resulting in significantly improved service quality and operational efficiency.
- Development of new sales and growth strategies that played a key role in entering new market segments and generated substantial revenue growth.
- Implementation of a high-performance KPI and management framework to sustainably improve productivity, throughput times, and cost efficiency.
- Successful stabilization and strategic realignment of complex operational sites, leading to clear improvements in both customer and employee satisfaction.

Professional Experience

DEKAO CONSULT GMBH
Managing Director / Senior Consultant

07/2026 - heute

SIMON HEGELE GESELLSCHAFT FÜR LOGISTIK UND SERVICE MBH

Managing Director IT-Chain GmbH

Nov. 2025 – June 2026

SIMON HEGELE HOLDING GMBH

Chief Sales Officer (CSO)

Aug. 2024 – June 2026

Responsible for the further development of the sales organization, the expansion into new market segments, and the alignment of all sales activities toward sustainable growth and profitability. Oversaw key account management, optimized bid and proposal processes, and built digitalized sales structures including a future-ready talent pool, forecasting, pipeline management, and KPI frameworks. Close collaboration with operations, product development, and executive management to ensure holistic company positioning.

- Designed and implemented modern logistics and operational excellence strategies, sustainably elevating process efficiency and delivery performance to best-in-class levels.
- Identified, evaluated, and successfully integrated strategic M&A initiatives in the contract logistics segment, significantly expanding market presence and service capabilities.
- Ensured full compliance with all regulatory requirements (GDP, ISO, safety and quality standards) through rigorous governance and audit structures, resulting in no material findings.

SIMON HEGELE AUTOMOTIVE SOLUTIONS GMBH

Managing Director

2024 – June 2026

SIMON HEGELE PHARMA SOLUTIONS GMBH

Managing Director

2021 – 2024

SIMON HEGELE GESELLSCHAFT FÜR LOGISTIK UND SERVICE MBH

Managing Director

2020 – June 2026

Strategic, financial, and organizational leadership of the business, including full P&L responsibility and oversight of performance, workforce, and organizational development.. Design and execution of major transformation initiatives, introducing robust governance and process structures and further developing leadership capabilities across management levels.. Responsibility for the development of new business models, stabilization of operational units, and sustained improvement of key operational and financial performance metrics.

- Built and maintained long-term key account relationships with strategic customers, ensuring high service quality and achieving numerous contract renewals and scope expansions.
- Played a key role in the identification, due diligence, and successful execution of M&A initiatives in the contract logistics segment, significantly strengthening the company's strategic growth and market presence.
- Successfully led and motivated interdisciplinary, high-performing teams, establishing efficient cross-functional collaboration and consistently delivering project objectives.
- Established the new business unit Simon Hegele Pharma Solutions GmbH within just seven months as a fully GDP-compliant greenfield operation for a global pharmaceutical corporation.

SIMON HEGELE GESELLSCHAFT FÜR LOGISTIK UND SERVICE MBH

Chief Operations Officer (COO) - Sector Industry, Retail & Pharma

Sep.2018 – Jul. 2024

Strategic leadership of a 1,400-strong organization across eight sites, with a clear focus on efficient resource planning, targeted talent development, and the consistent achievement of core operational objectives. Complex logistics challenges were addressed in a solution-oriented manner through innovative approaches, ensuring stable and resilient supply chain operations. Close collaboration with internal and external stakeholders ensured strong alignment around shared business goals and drove sustainable improvements in overall organizational performance.

- Established a culture of continuous improvement, significantly streamlining processes and sustainably reducing operational costs.
- Increased operational efficiency by 20% through targeted process optimizations and noticeably elevated performance standards.
- Reduced costs by 15% through the consistent implementation of innovative lean management methods and disciplined resource optimization.
- Successfully managed operations across eight sites with an annual budget of €150 million, achieving defined strategic objectives.

OEHLER VERPACKUNG GMBH, LEIPZIG

Managing Director

Mar. 2023 – June

2026

Responsible for the seamless post-merger integration of Oehler Verpackung GmbH into the Simon Hegele Group, including the harmonization of organizational structures, processes, and corporate cultures. Conducted detailed synergy analyses to identify opportunities for cost efficiency, revenue growth, and operational optimization. Built and maintained trusted relationships with key customers and stakeholders.

- Successfully managed and harmonized operations, IT systems, and teams within a short timeframe.
- Identified and implemented concrete levers for cost savings, revenue growth, and process improvements through comprehensive synergy analyses.
- Initiated and drove targeted cross-selling programs between Oehler Verpackung and other group units, effectively connecting existing customer bases and generating significant new revenue streams.

Other Professional Experience & International Exposure

Senior Vice President Supply Chain (ad Interim) | GLG Management SA, Genf

Managing Director & Regional Operations Manager | Deufol SE, Frankenthal

Supply Chain Manager | Itron, Karlsruhe

Operations Manager & Managing Director | Multifinish GmbH & Co KG, Schömborg

Logistics manager member of the Board Daimler AG | MB GTC GmbH, Neuhausen auf den Fildern

Logistics manager | Promens, Hockenheim / Wincanton, Mannheim & Tarragona, Ipswich

Teamlead Logistics | BorgWarner, Heidelberg

Academic Background & Certifications

Diplom-Logistikassistent | P&O Management GmbH, Mannheim / Ipswich / Tarragona

Language Skills: German (native) • French (native) •
English (business fluent) • Spanish (basic)