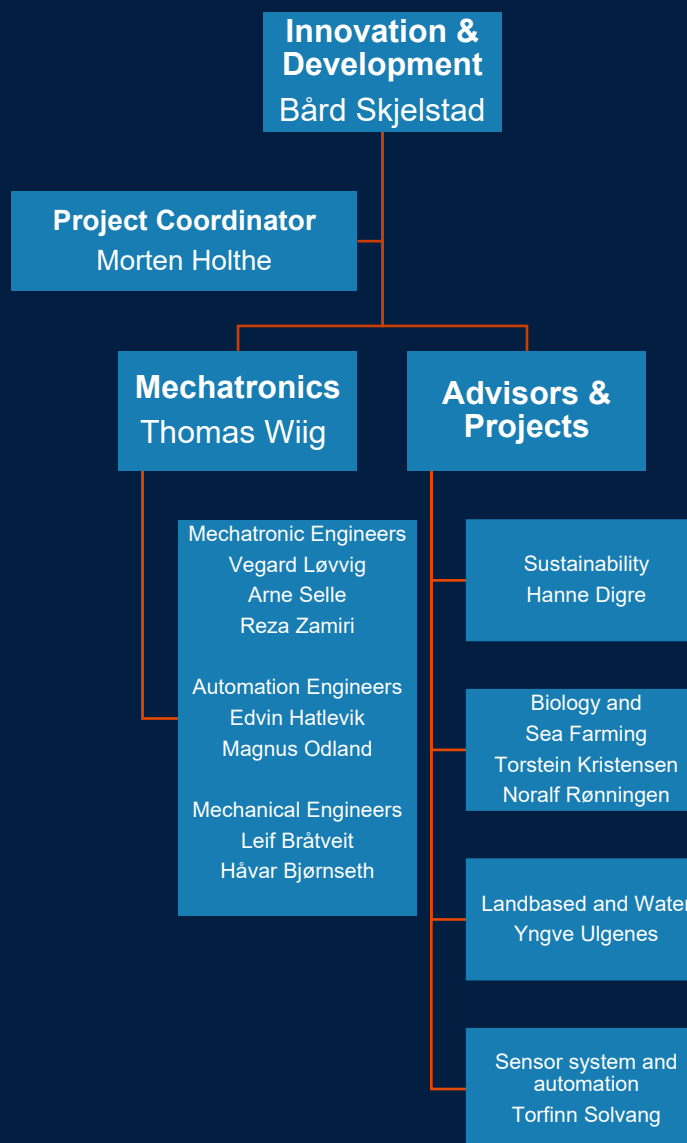




Innovation & Development

- Responsible for product development projects
- Develop and improve products and systems, at the right price, quality and Time to Market, according to the market and customer's needs and expectations
- Ensure that deliveries are according to governing Regulations and Standards, including analyses, advisory and equipment
- Development of a strong biological and sustainable profile
- Responsible for Skattefunn and similar processes in Norway
- # FTE's Norway: 15





Bård Skjelstad

Chief Technology Officer

Broad experience from aquaculture industry since 1994, initially dedicated towards clinical fish health service, but over the years more and more strategic work and management.

Worked with most parts of the industry – genetics and broodfish, smolt production, nutrition, epidemiology, R&D-projects - and also many years within wild salmon health and cultivation

Previously worked in SalMar, AquaGen, VESO and more. He currently also holds a position as Researcher II at NTNU, working with cooperation between the industry and the University.

Joined ScaleAQ in 2018.



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- Norwegian School of Veterinary Medicine (1993)
 - Courses in
 - Project Mangement
 - Epidemiology



Thomas Wiig

Technical Director – Mechatronics

Broad insight in project management, engineering, and product development. Experience with sub-contracting, negotiations and contracts. Strong analytical and strategic capabilities.

International experience from working as Engineering Manager in ABB, leading large telecom projects in Europe, Middle East and Asia within the oil and gas industry.

Thomas has previously held various positions in PwC, ABB and ATEA. Certified in Agile project management.

Joined ScaleAQ in 2018.



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- Norwegian Business School – Business Economics
 - University of Oslo – Master of Science - Informatics
 - Bergen University College – Bachelor – Communication Technology



Hanne Digre

Director, Sustainability

Worked with the fisheries and aquaculture sector for 22 years. Experience from various positions in SINTEF Ocean AS since 2001, covering Research, Development and Project Management for the fisheries and aquaculture industry. Research Director for the department Seafood Technology and Fisheries Technology the last 5 years.

Extensive experience with project management for R&D projects for the implementation of new technology in aquaculture and fisheries sectors (both national and international). Strong focus on fish stress, welfare and quality issues from farm to market (aquaculture) and from on-board handling of fish to market (fisheries).

Experience as a quality manager for SalMar AS with responsibility in establishing a QA-system for the farming and processing units. International experience from working in New Zealand and The Netherlands. Additional working experience from FHF and IN.

Joined ScaleAQ in 2020.



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- BI Norwegian Business School – Strategic management, interactions & leadership (2018, 2019)
 - Ph.d. Biotechnology/ Aquaculture – NTNU (2011)
 - M.Sc. Food Science/ Aquaculture – NMBU (1997)
 - B.Sc. Food Science – HIST (1994)



Torstein Kristensen

Head of Biology

Worked with fish physiology and behaviour in relation to aquaculture for 20 years at the Norwegian Institute for Water Research (until 2014) and Nord University (2014-pt.). Also worked briefly with implementation of the EU Water framework Directive in local and regional government positions.

Extensive experience with project management in aquaculture related issues throughout his career in projects funded by both government and private sources.

Pedagogical and leadership training through Nord University, and experience in developing education modules for the aquaculture industry.

International experience from numerous projects and a large network of international contacts within the research environment.

Joined ScaleAQ in 2020.



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- PhD (NMBU 2013) Water quality and fish biology
 - MSc (NTNU 2001) Fish physiology
 - Scientist at NIVA (2001-2014)
 - Associate Professor at Nord University (2014-pt.)
 - Group leader, Aquaculture group at FBA, Nord University (2020)