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## Marcel Hutka, Graduate Electrical Engineer Your Partner for Sales Excellence, Growth and Technology in the Mid-sized Industry

### My Value Proposition

I am a Manager and Executive Advisor with more than 30 years of international experience leading industrial companies – particularly in electrical measurement and testing technology, control systems, and energy technology.

I create the framework in which people, technology, and organizations work together at their best – enabling employees to unlock their potential, customers to experience real value, and companies to successfully shape their future.

Companies benefit from my work through:

- sustainable revenue growth and efficiency gains
- faster time-to-market through agile development and digitalization initiatives
- stronger customer and market orientation through Sales Excellence and international expansion

I contribute extensive executive experience in Germany, Italy, Spain, and Switzerland – combined with my passion for leadership, sales excellence, technology, and transformation.

# CURRICULUM VITAE



## PERSONAL INFORMATION

Year birth 1966  
Nationality German  
LinkedIn [linkedin.com/in/marcel-hutka](https://www.linkedin.com/in/marcel-hutka)



## PROFESSIONAL EXPERIENCE

- 06.2025 – Present HILE - Consulting  
**Owner**
- > Business Consulting / Interim Management
  - > Independent Adviser for electrical measurement and testing technology, sales excellence, technology management, digitalization, and change management
- 05.2024 – 03.2025 Time to expand skills in AI, HR, and R&D, coaching, and personal time off – supporting a relative in need of care
- 11/2008 – 04/2024 **CTO (Chief Technology Officer) and CSO (Chief Sales Officer)**  
GMC Instruments GmbH (Operat. Holding – formerly METRAWATT International GmbH), Nuremberg in Germany  
*(Owner-managed, since 2023 PE House Klar & Partners | innovative solutions for electrical measurement technology | approx. €120 mil. turnover, approx. 790 employees (groupwide))*
- > Directed the Sales, Marketing, and Development departments
  - > Led 14 managers, 10 Managing Directors, and 2 staff members
  - > Managed, monitored, and planned a development budget of approx. €10 mil.
  - > Reported to the Shareholder
  - > Achieved strategic objectives incl. market growth and platform development
  - > Conducted budget approvals, oversaw and supported subsidiaries in achieving their plans
  - > Controlled and approved development projects, enhancing “Time to Market”
  - > Invented, registered, and managed trademarks
  - > Created a marketing roadmap for secure and precise planning
  - > Developed and presented the group's 5-year plan for budget approval to shareholders and banks
  - > Organized and conducted annual executive meetings in various countries
  - > Developed group marketing incl. creation of an intranet communication platform, a corporate video, and a group homepage
- Key Achievements:**
- > Initiated market penetration strategies in various industries and countries following the PDCA cycle, generating additional revenue of approx. €2 mil.
  - > Actively sought and acquired four companies in the electrical measurement sector across different countries, incl. commercial due diligence and post-merger integration, leading to inorganic growth of approx. €28 mil. at the group level

08/2013 – 04/2024

### Member of the Board of Directors

Camille Bauer Metrawatt AG., Aargau in Switzerland

*(Production, development, and sales of industrial process measurement technology | approx. 90 employees | Subsidiary GMC Instruments GmbH)*

- > Monitored the company's finances and development
- > Orchestrated the merger with GMC Instruments Schweiz AG in 2014
- > Achieved cost savings of approximately CHF0.8 mil.
- > Served as a regulatory body in accordance with the Swiss Code of Obligations

01/2012 – 04/2024

### Chairman of the Pension Fund

Vorsorgestiftung Camille Bauer AG., Aargau in Switzerland

*(Camille Bauer Metrawatt AG | approx. 70 employees)*

- > Led a committee of six members
- > Managed and increased investor assets from a coverage ratio of approx. 87% to 103%
- > Defined investment strategies, selected banks, and reduced investment costs

02/2006 – 04/2024

### CEO (Chief Executive Officer)

Electromediciones Kainos S.A.U, Barcelona and Madrid in Spain

*(Spanish subsidiary GMC Instruments GmbH | approx. €3.3 mil. turnover, approx. 14 employees)*

- > Held overall entrepreneurial responsibility, directing all operational business activities
- > Planned and ensured the achievement of sales, EBITDA, and cash targets
- > Led a team of 14 employees
- > Reported directly to the executive management of GMC-Instruments

#### Projects and Key Achievements:

- > Expanded the market and customer potential of industrial corporations by 8%
- > Increased efficiency by 10% and cut costs by 14% through staff reductions
- > Reorganized the company and aligned strategies with market demands
- > Developed, positioned, and scaled the company into the third most successful sales division in the group with revenue of €3.3 mil., a 10% increase, and only €0.4 mil. behind the largest group company

06/1997 – 12/2023

### CEO (Chief Executive Officer)

GMC-Instruments Italia Srl. (formerly: Camille Bauer-Metrawatt Srl.), Milan in Italy

*(Italian subsidiary GMC Instruments GmbH | approx. 3.4 mil. € turnover, 14 employees)*

- > Assumed full entrepreneurial responsibility, spearheading operational business activities across all areas
- > Led a team of 10 employees
- > Oversaw planning and achieved sales, EBITDA, and cash targets
- > Reported directly to the GMC-Instruments executive management

#### Projects and Key Achievements:

- > Expanded, positioned, and scaled the company into the second most successful sales company in the group
- > Increased revenue by 40% to €3.4 mil. through the expansion of major customers and sales territories, as well as diversification

- > Successfully reorganized the loss-making company within 18 months and repaid a €1 million loan in 9 months
- > Decreased Days Sales Outstanding from over 200 to 90 days
- > Cut overdue receivables from approx. 30% to 3% and reduced staff by 4 employees

10/2008 – 10/2023

### Managing Director

Gossen Metrawatt GmbH, Nuremberg in Germany

*(Development, sales, marketing, and services of electrical measurement and testing technology, e-mobility, energy management, battery testing | €54 mil. turnover, approx. 160 employees (largest company in GMC Group - without production and service since 2006)*

- > Directed the Sales, Development, Marketing, Product Management, Training Center, Global Customer Care, and DAKKS Management departments
- > Led 12 managers
- > Reported to the executive management of GMC-Instruments
- > Developed global strategy incl. vision, mission, corporate principles, and values with employee involvement

#### Projects and Key Achievements:

- > Increased revenue and market share in Germany / Europe by 25% to €54 mil.
- > Expanded direct and trade sales with a 30% efficiency gain
- > Received multiple awards for product design and user-friendliness, incl. RED DOT and IF
- > Implemented e-procurement for efficient order processing in trade and major customer sectors, growing from approximately €2.5 mil. to €11 mil. in 3 years
- > Restructured marketing and implemented digital and agile work processes with a 30% efficiency gain in 2.5 years
- > Directed change management efforts in development towards an agile structure in hardware and software, achieving a 25% efficiency gain and a 20% increase in releases
- > Utilized AI in the development of products and development projects
- > Implemented a ticketing system based on Microsoft Dynamics in conjunction with SAP/R3 and Jira
- > Expanded the training academy, doubling German revenue to €2.5 mil. in 3 years
- > Restructured product management to enhance customer and application proximity
- > Developed digital twins for main products
- > Successfully integrated the product portfolio of “Kurth Electronic” following its merger into Gossen Metrawatt GmbH, reduced losses by €1 mil., saved €1.1 mil. in personnel costs, integrated product portfolios into GM, closed manufacturing, and relocated to a subsidiary, increasing market transparency
- > Positioned the company for the future with modular platform development, aiming for a savings of €7-10 mil. in 3 years

01/2008 – 07/2014

### Chairman of the Board of Directors

GMC-Instruments Schweiz AG, Zurich in Switzerland

*(Swiss subsidiary GMC Instruments GmbH | Sales of measuring and testing technology | approx. CHF6.5 mil. turnover, approx. 16 employees)*

- > Directed the company's successful growth trajectory, achieving a 13% increase
- > Served as a regulatory body in accordance with the Swiss Code of Obligations

01/2006 – 09/2013

### Managing Director Sales and Administration

Camille Bauer AG, Aargau in Switzerland

*(Production, development, and sales of industrial process measurement technology | approx. CHF22 mil. turnover, approx. 95 employees)*

- > Directed the Accounting, IT, Controlling, Finance, HR, and Sales departments
- > Managed approx. 30 employees and held full budget responsibility
- > Reported to the Board of Directors and Executive Management of METRAWATT International GmbH

#### Projects and Key Achievements:

- > Restructured international sales focusing on key EU and Asian markets, resulting in a 7% revenue growth
- > Streamlined sales partners, leading to a growth of approx. 5% in India and China and a corresponding cost reduction of approx. 2-3%
- > Determined and monitored transfer pricing, incl. setting discount scales and limits
- > Acquired the Industrial Business Division from sister company GMC-Measurement Technology, increasing customer satisfaction and reducing transport costs by approx. €0.2 mil.
- > Sold property and relocated to a rental building on the same site, transferring the profit from the sale to METRAWATT International GmbH

02/1999 – 05/2000

### CEO (Chief Executive Officer)

DeTeWe S.p.A., Milan in Italy

*(Italian subsidiary DeTeWe AG, Berlin | approx. €500 mil. turnover, approx. 3,200 employees (in the Group) | €1.2 mil. turnover, 8 employees)*

- > Successfully established the subsidiary in Italy
- > Led 8 employees
- > Reported to the executive management of DeTeWe AG

#### Projects and Key Achievements:

- > Secured successful resource acquisition
- > Developed market and customer potential, establishing sales and distribution channels
- > Achieved sales of Lire2.3 bil. (€1.2 mil.) within one year

06/1995 – 05/1997

### Sales Manager Germany

Gossen-Metrawatt GmbH, Nuremberg in Germany

*(Measurement and Control Technology | approx. €100 mil. turnover, approx. 380 employees (with production and service))*

05/1993 – 05/1995

### Sales Engineer

Gossen-Metrawatt GmbH, Hannover in Germany

*(Sales company of Gossen-Metrawatt GmbH | approx. €3 mil. turnover, 7 employees)*



## EDUCATION

- 1988 – 1992 **Graduate Degree in Electrical Engineering**  
Ostfalia University of Applied Sciences, Wolfenbuettel in Germany  
> Focus area: Measurement and Control Engineering
- 1986 – 1987 **Basic Military Service**  
German Armed Forces – Bundeswehr, Wesendorf in Germany
- 1979 – 1986 **General Higher University Entrance Qualification**  
Secondary School – Fachgymnasium der Elektrotechnik, Wolfsburg in Germany



## ADDITIONAL SKILLS AND QUALIFICATION

German	native speaker
English	business fluent
Italian	business fluent
Spanish	business fluent
Polish	basic knowledge
IT skills	Microsoft Office /365 (Word, Excel, PowerPoint, Outlook) – good knowledge SAP R/3 – good knowledge Microsoft Dynamics NAV – good knowledge Microsoft CRM – good knowledge Atlassian Jira – good knowledge
Driver's license	European type B
Interests	Travelling with culinary discoveries, foreign countries, cultures and architecture, cycling, Formula 1