



Dorna Beyk

Sustainability & Packaging Compliance • MSc Global Sustainable Business Management

Amsterdam, NL • dornabeyk@gmail.com • +31 6 45714345

[linkedin.com/in/dornabeyk](https://www.linkedin.com/in/dornabeyk)

PROFESSIONAL SUMMARY

Sustainability professional specializing in **circular economy, packaging compliance, and EU regulatory strategy**, with hands-on R&D experience translating PPWR and CSRD requirements into practical business decisions. MSc candidate in Global Sustainable Business Management (joint degree, HvA × Northumbria) with complementary strengths in data-informed process design and cross-functional coordination from 4+ years in people operations. Certified in Carbon Literacy, CSRD Fundamentals, and LCA for circular-economy SMEs — focused on helping organizations move from sustainability ambition to measurable, compliant execution.

EXPERIENCE

R&D Sustainable Packaging Intern

Flora Food Group

Wageningen, NL

Sep 2025 – Mar 2026

- Assess plant-based product packaging portfolios against **EU Packaging & Packaging Waste Regulation (PPWR)** requirements — mapping recyclability, recycled-content thresholds, and substance-of-concern risks to inform the company's sustainable transition roadmap.
- Work with large packaging datasets and apply structured frameworks (including LCA principles) to compare plastic, paper, glass, and metal formats; deliver stakeholder-ready documentation for R&D and commercial leads.
- Translate regulatory requirements into tangible packaging features and partner cross-functionally with supply chain, procurement, and R&D to scope innovation trials for lower-impact packaging.

Communication & Event Coordinator — Limitless (Student Affairs)

Hogeschool van Amsterdam (HvA)

Amsterdam, NL

Aug 2025 – Feb 2026

- Organize events and community activities for Limitless, HvA's platform by and for students with disabilities — embedding accessibility and inclusion into campus programming.
- Run communications across newsletters and social media, and represent the perspectives of students with disabilities within HvA — advancing the institution's social sustainability goals.

Human Resources Specialist (Remote)

Roomvu Ltd. — Real-Estate Marketing Technology

Vancouver, CA

Nov 2023 – Nov 2024

- Ran full-cycle recruitment for a remote, international team — **hired 20+ candidates** using structured, data-informed workflows that significantly improved time-to-hire.
- Authored a comprehensive HR handbook, onboarding package, and hiring-manager guidelines, centralizing internal processes and improving compliance and accessibility.
- Championed environmentally and socially sustainable HR practices — low-emission remote-work norms and local-supplier sourcing — aligning people operations with the company's environmental priorities.

Talent Acquisition Coordinator

Snapp! — Iran's largest ride-hailing platform

Tehran, Iran

Dec 2021 – Nov 2023

- Ran end-to-end recruitment for tech and operations roles in a high-growth environment; managed the TA team budget and contributed to annual recruitment reporting.
- Re-engineered screening and interview workflows, **improving hiring efficiency by ~25%** and shortening average time-to-offer.

Talent Acquisition Coordinator & HR Assistant

Hezardastan Holding — Technology Holding Group

Tehran, Iran

Feb 2020 – Oct 2021

- Supported recruitment across diverse portfolio companies: candidate screening, interview coordination, and pipeline management for technical and non-technical roles.
- Standardized onboarding materials, welcome packages, and HR admin processes — improving new-hire ramp-up and consistency across subsidiaries.

EDUCATION

MSc Global Sustainable Business Management (Joint Degree)

Amsterdam University of Applied Sciences × Northumbria University

Netherlands / UK
Sep 2024 – Jul 2026

- **Thesis:** Comparative end-of-life impact assessment of packaging formats under PPWR, modeling recyclability, recovery rates, and compliance gaps.
- **Applied projects:** CSRD-aligned sustainability reporting, e-waste management analysis, circular business-model design, and sustainability strategy consulting for live organizations.

DIGIFABS Summer School — ERASMUS+ Innovation Alliance

Digital Transformation in the Food & Beverage Sector (RDDCA programme)

Slovakia / Remote
Aug 2025 – Jan 2026

- Selected for a fully funded EU programme combining online training, summer school in Slovakia, and a live SME consulting challenge applying digital and green-skills methodologies to regional sustainability problems.

MA Teaching English as a Foreign Language (coursework completed)

Islamic Azad University

Tehran, Iran
2017 – 2020

BA English Language & Literature

Islamic Azad University

Tehran, Iran
2011 – 2014

CERTIFICATIONS & SKILLS

Certifications: Carbon Literate · CSRD Fundamentals · Life Cycle Assessment (LCA) in Circular Economy Models for SMEs

Regulatory & Frameworks: PPWR · EPR · CSRD · ESG reporting · Circular Economy principles · Food-packaging safety

Sustainability & Analysis: Packaging material analysis (plastics, paper, glass, metal) · End-of-life / recyclability assessment · LCA · Sustainability reporting · Stakeholder mapping

Tools: Power BI · Microsoft 365 (Excel, PowerPoint, Word) · SharePoint

Ways of working: Cross-functional project coordination · Cross-cultural stakeholder engagement · Structured analysis & synthesis

Languages: English (Full professional) · Persian (Native) · Dutch (A1, learning) · French (Elementary)

LEADERSHIP & VOLUNTEERING

Director

Care4Bones — Rare Bone Diseases Foundation

The Hague, NL
Feb 2023 – Present

- Lead awareness and outreach initiatives connecting medical professionals and researchers working on rare bone conditions, driving patient-centered collaboration and visibility.

Vice President, Amsterdam Campus

Northumbria Students' Union

Amsterdam, NL
Nov 2024 – Aug 2025

- Planned student events focused on connection, mental health, and cultural exchange, integrating low-impact and responsible-practice principles into event design.

Event Coordinator & Moderator — Sustainability Meetup & Alumni Gathering

Amsterdam University of Applied Sciences

Amsterdam, NL
Apr 2025

- Organized a campus-wide sustainability meetup for MSc students, faculty, and alumni; moderated themed panel discussions with industry speakers.

Board Member

Persian Student Association – Amsterdam

Amsterdam, NL
2025 – Present

- Support programming and community-building for the Persian student community in Amsterdam, organizing cultural and networking events across universities.