Curriculum Vitae

Tor Mikael Lassén
Date of birth/place: January 3, 1965, Esse, Finland

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MS Office package – super user
AgroSoft WinOpti - superuser
Visma-Dinero – user

Swedish: Mother tongue
Danish: Language for daily use
Finnish: Fluency in writing and speech
English: Fluent in writing and speech/ scientific from the University of Copenhagen

Summary

Throughout my career, I have worked with research, product and process development, quality control and advice on feed composition for central mink feed factories (1988-2022). It has primarily been to adapt research results to practical production and find optimal solutions by optimising recipes, developing raw materials as well as assessing the quality of raw materials and developing quality control programmes for individual customers. In general, always with practically oriented but professionally based advisory tasks. Throughout most of my working life, I have worked in advisory functions for the Danish and Nordic mink feed industry.

For the past 2 years, I have mainly worked with optimization of new and existing recipes for pet food as well as with product development of ingredients and processes to produce pet food, both dry and wet food as well as B.A.R.F.

Keywords about me

- Energetic
- Tenaciously
- Enterprising
- Result-oriented
- Service-minded
- Empathic

Confidence-inspiring
Committed
Persistent
Structured
Happy and positive

2023 – Dec 2024

Lassén Feed Consult ApS
CEO/Feed and Nutrition Expert

Responsibilities/primary tasks:

- Advice to pet food producers in Denmark and the rest of Europe
- Optimising prescriptions and revising existing recipes (dry food, wet food and BARF)
- Product development of new and existing ingredients
- Update of AgroSoft WinOpti for pet food
- Quality assessment and quality assurance of ingredients and finished feed
- Optimisation of extrusion processes and wet feed production
- Update customers' knowledge in the field
- Solving problem situations with customers (technical and recipe/ingredient based problems).

Results:

- Solved problem and revised recipes for Pet food company in Finland
- Updated AgroSoft WinOpti for optimizing pet food recipes
- Compound recipes for BARF start-up company Wolfork in the Netherlands
- Wrote reviews of research literature in pet food
- Solved problem in production with extrusion and wet food for Miratorg Pet food company

Curriculum Vitae

Jan 2017 – Dec. 2022	**Lassén Feed Consult ApS** **CEO/Feed and Nutrition Expert** Responsibilities/primary tasks: • Advice to mink feed producers in Denmark and the rest of Europe • Optimising recipes and revising existing recipes • Product development of new and existing ingredients • Quality assessment and quality assurance of ingredients and finished feed • Update customers' knowledge in the field • Solve problem situations with customers (technical and recipe/ingredient based problems). Results: • Still the one everyone in the world contacts about advice on mink feed • Improved quality of feed abroad, both in terms of nutritional content, chemical and hygienic quality. • Introduced AgroSoft WinOpti to Finnish central feed factories as a tool for optimization of nutrients in feed and price optimisation. • Increased well-being, health, growth, and skin quality of the animals as a result of improved feed composition • Increased earnings of fur farmers because of reduced consumption of feed and higher price per skin • Increased satisfaction among customers from central mink feed factories. • Based on good results, from the beginning of January 2020, I was given the opportunity to advise all central mink feed factories in Denmark • Revision of HACCP programmes for Danish Fur Animal Feed, Holstebro Central Feed Kitchen and Feed Kitchen Limfjorden • Lost all customers in Denmark on November 4, 2020 as a result of CoVid-19
July 2011 – Dec 2016	**Kopenhagen Fur, Skejby** **Subject Coordinator Feed** Responsibilities/primary tasks: • Advice to mink feed centres and raw material producers in Denmark and the Nordic countries • Optimisation of mink feed recipes and feed quality • Product development of feed ingredients • Advice tohe trade association's purchasing company Danish Fur Animal Feed • Advice to the board of Danish Fur Animal Feed (The Political Feed Committee) • Revision of quality control manuals • Advising to boards on feed legislation questions and liaising with authorities • Advisor of the Voluntary Feed Control • Link between research and experiments and the central mink feed factories • Chairman of the consultants' feed committee • Meetings with feed factories and courses for feed factories • Training of colleagues • Support on feed for Kopenhagen Fur´s Breeders Service for foreign furbreeders Results: • Still the one everyone in the world contacts about advice and mink feed • Advice to most of the Danish and Nordic mink feed centres • Product development of feed ingredients • Annual earnings from consultancy assignments to the department of DKK 2,500,000 • Optimized the feed's nutrients and minimised feed ingredients cost price • Increased earnings for the central mink feed factories • Minimised the central mink feed factories' discharge of nutrients (nitrogen and phosphorus) without risking the health and welfare of the animals • Improved animal growth and skin quality • Developed tools for registration of the animals' feed consumption and growth (Microsoft Access and Excel modules) • Continuous revision of self-control programmes for Danish Fur Animal Feed a.m.b.a • Supervisor for Icelandic bachelor students at the Icelandic University of Agricultural Sciences (2013) • Supervisor for Icelandic Master's students at Aarhus University (2015) • Chairman of the Nordic Fur Animal Researchers (since 2010) • Chairman of the Nordic Fur Animal Researchers in Feed (since 2007) • Dismissed due to disagreement over the department's future strategy towards foreign breeders

	The National Centre for Fur Animals, Skejby **National Consultant Feed** Primary tasks: • Advice to central mink feed factories and raw material producers in Denmark and Europe • Optimisation of mink feed recipes and feed quality • Product development of food ingredients • Advice to the trade association's purchasing company Danish Fur Animal Feed Advice to the board of Danish Fur Animal Feed (The Political Feed Committee) • Advice to boards on feed legislation questions and liaising with authorities • Advisor of the Voluntary Feed Control • Link between research and experiments and the central mink feed factories • Chairman of the consultants' feed committee • Meetings with central feed factories and courses for central mink feed factories • Training of colleagues • Support for Kopenhagen Fur regarding feed legislation Results: • Advice to most of the Danish and European mink feed centres • Annual earnings from consultancy assignments to the department of DKK 2,500,000 • Product development of feed ingredients • Optimized the feed's nutrients and lowered the cost price of feed • Increased earnings for central mink feed factories • Minimised the central ink feed factories' discharge of nutrients (nitrogen and phosphorus) without risking the health and welfare of the animals • Improved animal growth and skin quality • Implemented the By-product Regulation at danish central mink feed factories • Further developed self-monitoring programmes and HACCP at danish central mink feed factories • Developed tools for registration of the animals' feed consumption and growth (Microsoft Access and Excel modules) • Supervisor for Master's students at the Royal Veterinary and Agricultural University (2004) • Chairman of the Nordic Fur Animal Researchers (since 2010) • Chairman of the Nordic Fur Animal Researchers in Feed (since 2007) • Became the contact of everyone in the world when they had a need for advice about mink feed • Was transferred to Kopenhagen Fur

Jun. 1999 – Dec 2001	**Dansk Pelsdyr Foder A/S** **Specialist Consultant Feed** Primary tasks: • Advice to the trade association's purchasing company Danish Fur Animal Feed A/S • Advice to the board of Danish Fur Animal Feed (The Political Feed Committee) • Advice to boards on feed legislation questions and liaising with authorities • Advisor of the Voluntary Feed Control • Link between research and experiments and Dansk Pelsdyr Foder A/S • Chairman of the consultants' feed committee • Meetings with central mink feed factories and courses for them • Training of colleagues • Support for colleagues and Kopenhagen Fur • Preparation of reports to support colleagues Results: • Implemented HACCP programs at danish central mink feed factories • Implemented the Dioxin legislation at danish central mink feed factories • Report on BSE legislation and the impact on mink feed • Prepared new guidelines for the Consultants' Feed Committee • Resumed cooperation between the Royal Veterinary and Agricultural University and the Consultants' Feed Committee • Introduced AgroSoft WinOpti to colleagues • Produced several reports (6) on current issues to support colleagues • Was transferred to the National Centre for Fur Animals

May. 1994 – Jun. 1999	**North Jutland Fur Breeders' Association** **Consultant in the Voluntary Feed Control** Primary tasks: • Build a system for the voluntary feed control in North Jutland • Sampling of raw materials and finished mink feed during production • Visit commodity producers and prepare risk assessments • Prepare risk assessments and prepare quality systems at central mink feed factories • Develop a system for registration of production results and health status on mink farms that receive feed from a specific central feed factory (Farmpanel program) • Epidemiological study of routes of transmission of the viral disease Plasmacytosis in mink in North Jutland Results: • Built up a system for control of mink feed in North Jutland • Immediate improvement in feed quality in North Jutland • Immediately improved the health and welfare of fur animals on mink farms in North Jutland • Immediately improved earnings for the mink farmers in North Jutland • Prepared risk assessment reports for North Jutland feed plants and raw material producers • Developed a HACCP program in Microsoft Access for risk detection and analysis • Implemented HACCP programmes at central mink feed factories in North Jutland • Develop a "farm panel program" in Microsoft Excel and later in Microsoft Access • Conducted an epidemiological study and summarized the results in a report • Held several lectures and courses for the North Jutland feed producers and breeders • Was promoted to Specialist Consultant in Feed and transferred to Danish Fur Animal Feed A/S
Aug. 1990 – Apr. 1994	**The Royal Veterinary and Agricultural University** **Ph.D students** Primary tasks: • Research training (Department of Animal Nutrition and Veterinary Sciences) • Follow lectures in animal nutrition and biochemistry • Plan and carry out experiments with lactic acid bacteria preservation of herring trimmings and chicken by-products (Department of Animal Nutrition and Veterinary Sciences) • Develop methods for analysis of enzyme activity in mink liver (Department of Chemistry). • Develop a method for analysis of biogenic amines in fermented herring trimmings and fermented chicken by-products (Department of Chemistry) Results: • Ph.D. from the Royal Veterinary and Agricultural University in January 1994 • Funded by the Academy of Finland • Developed a method for assessing quality in fermented animal by-products • Develop a method for biological preservation of animal by-products (In collaboration with Chr. Hansen's Laboratories and Suomen Rehu, Finland) • Developed a method for the analysis of enzyme activity in mink organs • The results summarized in Ph.D dissertation and in three international publications • Ph.D lecture on Mink's nutrition and need for protein and essential amino acids
Oct. 1989 – Jul. 1990	**State Animal Husbandry Experiments, Department of Fur Animal Experiments, Foulum** **Research assistant (Maternity substitute)** Primary tasks: • Registration of data in the breeding databank • Extraction of skin biopsies for histological analyses of hair follicles • Extraction of hair samples for biochemical analyses of pigment (melanin) in hair. Results: • Registration of breeding data and statistical processing in SAS (Statistical Analysis System) • Implementation of sampling of skin biopsies and hair samples from live mink • Conducting histological analyses of skin biopsies and description of the result • Develop a method together with the Department of Chemistry, the Royal Veterinary and Agricultural University for the analysis of pigment and amino acids in hair. • Got the idea and opportunity for a Ph.D project

Curriculum Vitae

Apr. 1987 – Sept. 1989	**Keppo Feed Laboratory, Oravainen, Finland** **Product Development Assistant** Primary tasks: • Develop methods for biological preservation of animal by-products (A project together with Finska Socker (now Danisco). **Master Thesis project Åbo Akademi** • Preparation of experimental feed using a linearly programmed computer program from the Finnish Fur Breeders' Association • Develop methods for analysis of enzyme activity (ALT, AST and CK) in serum from mink and blue foxes Results: • Product development of Finnish Socker's silage products Marisil® and Pelzyme® • Production of biologically preserved animal by-products (sprat and beef) • Optimization of feed using computer program • Prepared experimental plans and trial protocols for the project • Testing of biologically ensiled raw materials in feed for mink and blue foxes • Implementation of sampling of skin biopsies from live mink • Histological analyses of skin biopsies (University of Helsinki) • Sampling of blood samples from live mink for analysis of enzyme activity in serum • The results are collected in a Master Thesis, from Åbo Akademi University, Finland and two international publications
	Study and leisure activities
1986	Laboratory Assistant, Keppo Feed Laboratory (Summer holiday job)
1984 – 1985	Feed Central Employee Keppo Foder (Summer Holiday Job)
1980 – 1983	Employee at Keppo fur farm (blue foxes), (Summer holiday job)
1977 –1979	Employee at mink farm, Farmarnas Foderkök (Summer holiday job)

	Education
2023 – 2024	15 ETCH course "Nutrition and Management of Companion Animals", University of Copenhage
1990 – 1994	Ph.D., The Royal Veterinary and Agricultural University, Frederiksberg
1984 – 1990	Master of Science (Biology), Åbo Akademi University, Finland
1981 – 1984	Student from Nykarleby Gymnasium, Nykarleby, Finland

	Voluntary work
2023 –	Ice Hockey Coach Aalborg Ice Hockey Club, School Ice Hockey 0-1 class
1994 – 1998	Ice Hockey Coach AaB Ice Hockey, Women/Girls Team
1990 – 1994	Ice Hockey Coach, Rødovere Skating and Ice Hockey Club, J18, J16, Women's/Girls' Team
1987 – 1989	Ice Hockey Coach, Munsala Ice Hockey Club (MuIK) J10, J12, J14
1984 – 1985	Founder and chairman of the board of Munsala Ishockey Klub (MuIK Hockey)

Courses, e.g.	Nordic Pet food Events. 2021, 2022, 2023 Pet Food Forum Europe, 2022,2024 DogRisk Seminar 2024 DTU Fish Seminars 1996, 1999, 2001,2003, 2005, 2008 Project Manager Course 2008 "Power in Projects and Portfolio" HACCP Course 2003 "Case Quality Handbook for Holstebro Fodercentral" IFASA meetings 1988-2021 NJF meetings 1990-2018 Mink meets Danish Agricultural Research 1994-2019 Tune Continuing Education Courses 1994-2001

Private	I live in Øster Hornum, Denmark with my wife Berit. We have three adult children who have provided us with three grandchildren. In my spare time, I enjoy cooking, hiking and working in the garden, as well as watching athletics, ice hockey and other winter sports. I enjoy playing ice hockey with Aalborg Red Dogs when I have the time and opportunity, as well as teaching children to skate and play ice hockey in Aalborg Ice Hockey Club.