

# LIINUS J. HIETANIEMI

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## EDUCATION

- 2017 – **PhD Candidate in Strategy and Entrepreneurship**  
London Business School, United Kingdom
- 2016 **Research Assistant, Oxford Internet Institute**  
University of Oxford, United Kingdom
- 2013 – 2014 **Master of Science in Innovation, Entrepreneurship and Management**  
Imperial College London, United Kingdom
- 2008 – 2012 **Bachelor of Arts in Sociology**  
Harvard University, United States

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## RESEARCH INTERESTS

Strategy, Entrepreneurship, Firm Growth, Strategic Human Capital

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## PAPERS

### REVISE & RESUBMIT:

Hietaniemi, L., Santamaria, S., Kacperczyk, A., Peltonen, J. "Human resource redeployability and entrepreneurial hiring strategies: Evidence from Finnish microdata" (3<sup>rd</sup> round revision, **Strategic Management Journal**)

### WORKING PAPERS:

Hietaniemi, L., Chang, S. "Distribution and the persistence of the firm growth rate" (Preparing for submission)

Hietaniemi, L. "Human capital and entry into startup employment" (**Job market paper**)

### WORK IN PROGRESS:

Kacperczyk, A., Hietaniemi, L. "Female founders as employers" (Data analysis)

Hietaniemi, L. "The rise of portfolio workers" (Data analysis)

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## TEACHING

- 2020 – 2021 Teaching Assistant & Mentor, Business Model Prototyping, London Business School

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## PRESENTATIONS

- 2022 Human capital and entry into startup employment, CCC, Toronto
- 2021 Entrepreneurial hiring strategies in standalone and portfolio ventures, PhD Research Day in Strategy, Innovation and Entrepreneurship, London
- 2020 Entrepreneurial hiring strategies in standalone and portfolio ventures, AoM Annual Meeting
- 2019 Parallel experimentation as entrepreneurial strategy, Trans-Atlantic Doctoral Conference, London
- 2018 Parallel experimentation as entrepreneurial strategy, Trans-Atlantic Doctoral Conference, London

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## REFEREE SERVICE

- 2018 - Ad-hoc reviewer (Administrative Science Quarterly, Organization Science)

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## GRANTS AND FELLOWSHIPS

- 2022 Research grant, Institute of Entrepreneurship and Private Capital, London Business School
- 2021 Research grant, Institute of Entrepreneurship and Private Capital, London Business School
- 2011 – 2012 Junior Fellow, EVA Business and Policy Forum, Finland

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## WORK EXPERIENCE

- 2016 - 2021      **Co-Founder, FaceX**
- Developed machine vision based authentication technology
- 2017              **Lead Venture Architect, Boston Consulting Group Digital Ventures**
- Designed digital ventures for BCG's corporate clients
- 2014 – 2016      **Founder & CEO, Sports Lion**
- Built a peer-to-peer sports gaming platform
- 2012 – 2013      **Product at Random Ltd**
- Designed product at AI startup building a predictive discovery engine for online content
- 2011 – 2012      **Founder, Ivory Club LLC**
- Built platform utilizing empty table space to offer students discounts at high-end restaurants

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## SKILLS

### LANGUAGE SKILLS:

- Finnish (native), English (bilingual proficiency), Swedish (working proficiency), French (beginner)

### COMPUTER SKILLS:

- R, STATA, C++, Mathematica, Excel, HTML, CSS, Python

### OTHER SKILLS:

- Brazilian jiu jitsu (purple belt)
- Tennis (#2 in doubles, Finnish National Tennis Championships, boys u18)

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## REFERENCES

### **Aleksandra (Olenka) Kacperczyk (Advisor & Chair)**

Professor of Strategy and Entrepreneurship  
London Business School  
okacperczyk@london.edu

### **Gary Dushnitsky (Committee Member)**

Associate Professor of Strategy and Entrepreneurship  
London Business School  
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### **Sendil Ethiraj (Committee Member)**

Professor of Strategy and Entrepreneurship  
London Business School  
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