



RAY RAFAEL SERRANO BAYAWA

A sales professional with solid technical background and over 17 years of experience in the animal industry and the Asian region. Currently based in Thailand and exposed to different end-use markets such as food, pet nutrition and pharmaceuticals. Feed additive experience focused on enzymes, gut health products & emulsifiers.

WORK HISTORY

Biochem Germany

Business Development Manager – Asia Pacific

October 2023 to Present

Cargill Additives Business

Regional Commercial Lead

December 2022 to September 2023

Delacon Phytogenic Feed Additives

Regional Sales & Technical Lead ASIA

May 2021 to November 2022

Kerry

Regional Lead – Animal & Pet Nutrition

October 2017 to April 2021

Account Director – Animal Nutrition & Pharmaceuticals

February 2012 to September 2017

Equalivet Incorporated Philippines

Animal Nutritionist

April 2007 to January 2012

EDUCATION

- Masters in Business Administration (Asia Pacific Business) from the National Institute of Development Administration in Bangkok, Thailand
- Bachelor of Science in Agriculture, major in Animal Science, focus on Animal Nutrition with specialization in Swine Nutrition from the University of the Philippines Los Banos,
- High School Education obtained from the University of the Philippines Rural High School, Los Banos Laguna
- Elementary Education from the Morning Star Montessori School, Los Banos, Laguna

PUBLISHED PAPERS

- Naldo, M.A., Bayawa, R.R. and Seo, B. (2015). **β -mannanase enzyme supplementation of grower-finisher pig diets with copra meal.** Siliman University Journal 56.
- Bayawa, R.R., Chiangjan, M., Saeheng, L., Chung, M.T., Nitikanchana, S. and Llamas-Moya, S. (2018). **Effect of partial supplementation of Everwell™ in the performance of nursery pigs.** Thai J Vet Med 48 (Suppl): 165.