

Główne umiejętności

Budgets

Financial Audits

Finance

Languages

English (Full Professional)

German (Professional Working)

Dyrektor Finansowy ► ALTRAD. | Reorganizacja | Due Dilligence | Cash Flow | Podatki | Księgowość | Kontroling
Warsaw, Mazowieckie, Poland

Podsumowanie

An effective manager in the rank of Member of the Management Board with 15 years' experience gained in international construction companies. I have reorganized the administrative and operational structures. I have implemented IT systems. I have implemented management control tools enhancing strategic decision-making.

- Due diligence processes
- Group reporting
- Raising of finance
- Implementing ERP programs
- Building a compliance system
- Working capital management
- Exchange rate risk hedging
- Reorganization of operational and administrative areas
- HR strategy management
- Project controlling
- Negotiating procurement contracts

Doświadczenie

CBRE Poland

Finance Director/ Regional Finance Director CEE

październik 2019 - Present (4 lata 10 mies.)

Warszawa, Woj. Mazowieckie, Polska

Apleona Polska Sp. z o.o. belongs to the APLEONA Group — an international facility management

concern represented in over 30 countries. The Polish structure comprises 3 companies. Turnover: PLN

320+ million, approx. 1.600 employees. The entire group generates a turnover of EUR 3,500 million and hires 40,000+ employees.

Areas of responsibility: accounting, controlling, finance, taxes, compliance, HR and payroll,
procurement, transportation, IT, HSEQ.

Managing a team of 60 people.

ALTRAD

Finance Director

lipiec 2012 - maj 2019 (6 lat 11 mies.)

Warsaw, Masovian District, Poland

Areas of responsibility: accounting, controlling, finance, taxes, compliance, HR and payroll, procurement, legal, tendering, scaffolding and machinery department, transportation, IT.

Managing a team of 34 people.

- Have implemented a new company strategy focusing on project profitability and process efficiency.
- Have formed the project controlling department.
- Have conducted the due diligence process of three companies.
- Have streamlined the budgeting process and introduced resource centers for means of transport, scaffoldings and machinery.
- Have centralized vendor payments and relationships with banks, have introduced an expenditure planning system.
- Have reduced the reporting time of financial results to the headquarters by 5 business days.
- Have implemented customer credit control procedures.
- Have introduced compliance procedures — a code of ethics, an anti-corruption code, a procedure for handing over and accepting presents, and a procedure used to check business partners.
- Have reduced the receivables turnover ratio from 190 to 95 days.
- Have introduced an electronic procurement platform.
- Have introduced framework agreements with the major suppliers.
- Have introduced new tendering procedures ensuring better internal control.
- Have introduced a helpline for whistle-blowers together with submissions handling procedures.
- Have increased employee involvement and set remuneration rates based on the competency tests introduced.
- Have improved the functioning of the accounting department (quality and timeliness evaluated by auditors, annual savings of PLN 400 thousand).
- Have reorganized the administration department.
- Have optimized CIT settlements.

- Have revised the required elements of remuneration in foreign markets.
- Have introduced an electronic system for the circulation of documents — budgeting, holidays and business trips.

Bilfinger SE (BIS IZOMAR)

Finance Director

kwiecień 2011 - czerwiec 2012 (1 rok 3 mies.)

Warsaw Area, Poland

Areas of responsibility: accounting, taxes, controlling, finance, payroll.

Have managed a team of 15 people.

- Have introduced a finance and accounting system MS Navision (CO, FK and WM modules).
- Have improved the month-end closing process and the process of reporting to the Group.
- Have improved the quality of data reported to the Group.
- Have implemented the electronic circulation of accounting documents, project budgeting and holiday requests.
- Have introduced an expenditure planning system and payment deadlines.
- Have introduced an exchange rate risk hedging system by planning currency exposure for projects and negotiating forward contracts with banks.
- Have obtained an individual tax law interpretation concerning the settlement of construction contracts, which eliminated tax risk in this respect.
- Have obtained a positive tax law interpretation from a Norwegian tax office concerning the taxation of employees.

Bilfinger SE

Team Manager

czerwiec 2010 - marzec 2011 (10 mies.)

Munich, Germany

Areas of responsibility: Eastern Europe, Scandinavia and the Iberian Peninsula. Financial statements drawn up according to IAS and current result analysis. Participation in merger processes, analysis of the working capital use efficiency, participation in the implementation of audit recommendations provided by internal auditors.

Have managed a team of 2 controllers.

- Have unified the definitions of financial indicators and performance indicators at group level.
- Have found irregularities in accounting practices leading to overstated results.

- Have improved the presentation of items on the balance sheet and profit and loss account in reports prepared for consolidation.
- Have determined the scope of actions to be taken during the process of merging two companies in Sweden.
- Have prepared the definitions of financial indicators and sets of information, thanks to which have significantly improved the quality of management information.

Bilfinger SE (BIS IZOMAR)

5 lat 10 mies.

Finance Director

styczeń 2007 - maj 2010 (3 lata 5 mies.)

Warsaw Area, Poland

Controlling Specialist

sierpień 2004 - grudzień 2006 (2 lata 5 mies.)

Warszawa, woj. mazowieckie, Polska

KPMG Poland

Trainee

październik 2001 - marzec 2002 (6 mies.)

Warsaw, Masovian District, Poland

Raiffeisen Bank Polska

Trainee

lipiec 2001 - wrzesień 2001 (3 mies.)

Gemini Consulting

Trainee

1999 - 1999 (krócej niż rok)

Wykształcenie

Johannes Kepler Universität Linz

Business/Managerial Economics · (2003 - 2004)

University of Warsaw

· (1998 - 2004)

ACCA


