



POZATZIDIS KONSTANTIN

RESUME

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PRIVATE COORDINATES

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FAMILY: TWO CHILDREN

NATIONALITY: GREEK.

DATE OF BIRTH: MAY 20, 1961

CAREER PROFILE & OBJECTIVES

To pursue further development in senior financial management areas, geared up with strong realization capabilities and international experience in internal & external accounting and project controlling with focus in process optimization, in manufacturing and supply chain, in lean management, restructuring and change management, in S+M and margins controlling, subsidiaries management, European stats, IFRS and US GAAP, process optimization – also in compliance with SOX

Industrial areas: Tobacco, Packaging
Life Science / MedTech & Chemicals
Automotive

Geographies: Europe, USA, Canada,
South America, China, Japan, Saudi
Arabia. Personnel responsibility for
up to 35 employees

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PROFESSIONAL EXPERIENCE

Pozatzidis & Partner, Zürich, Switzerland, Project work / Consultancy 06/2015 – 09/2017

Finance Director EMEA, Procurement & Supply Chain, ad interim Consultant

Supply Chain Sarl, Luxemburg, HQ: LSG Sky Chefs, Frankfurt, Lufthansa Group
Business Partner to Managing Director EMEA Procurement & Supply Chain for 30 sister companies
Enhancement of accounting processes & systems led to an additional profit of several millions
Kanban of vendor rebates and process change improved dramatically the Gross Margin
Visible and effective ambassador of profitability thinking and cash is king mentality
Proposed new tax concept and new transfer pricing concept will bring a dramatic increase in profits and additional cash flow

Developing modular Budgets & Forecasts, improving run rate concept and modular budgeting

Established European Procurement Consolidation Project starting with the Swiss entity

Head of Finance, Automotive, temporary contract, PE

Global Head of Finance (6 months contract) for the British Headquarter in London of a high innovative, heavy engines building Group in the automotive / refrigerating engine sector, 2 British private equities Dearman Engine, London, UK

Business Partner to CEO, COO and Partner of one of the Private equities and member of the leadership team.

Caught up backlog with Management Accounts to the Board in the 2nd half of the year

Improved dramatically processes creating a new purchase to pay process incl. guideline and coaching

Focused on the 13 weeks cash flow controlling improving controls on the cash situation, saving for the investor lots of millions

Developed Budgeting and Forecasting focusing on key business drivers, showing risks & opportunities

NDA Projects

Consultancy on an interim basis, specialized in optimization of financial processes with a strong expertise in controlling and cash flow solutions, 2 NDA Projects

Finance Director, Global Manufacturing, plant network of approx. 16 sites 09/2014 – 05/2015

Finance Director EMEA & Business Partner world wide Supply Chain 03/2014 – 09/2014

Financial Controller Europe 09/2013 – 02/2014

Addivant Switzerland GmbH, Reinach, Basel, Switzerland, **PE**, Mid-sized US American chemicals – mainly antioxidants - Group, CFO responsibility for fourteen affiliates including Plant Controlling for two JVs, four own factories and eight toll manufacturers. Sales ca. 250 mill €, 270 HC, Team: 10 FTEs

Business Partner to the Chief Supply Chain Officer & Member of the Board, Key member of the EMEA and the Global Leadership Team

Product cost definition in variable /semi fix and fix, creation and global reporting of a costing pivot table, consolidated product /line /building margins and break down of variable and fix cost, factory modelling, forecasting and budgeting based on the efficiency and performance improvements in production and the factory modelling, material consumption based on pareto analysis & volume, BOM, efficiency, price variances, Global Production KPI Balanced Score Card

Enhancement of processes (SOX) & systems (SAP), securing financial controls

Building up financial leaders, restructuring existing finance team

Visible & effective Ambassador of the finance function in Europe and globally (ex US)

- Saved some 8 mill K\$ by adjusting dramatically personnel cost (in connection with the carve out agreement) claiming back amounts to the seller
- Project lead cross manufacturing scenario and new pricing strategy with high savings / **3 plant restructuring projects** with total savings amounting to 13 mill USD plus investment avoidance at 67 mill USD
- Created new global manufacturing reporting package for the budget and actuals
- In charge of Swiss Principle and global transfer pricing
- Improved analytics building up standard costing for budget and investments

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- Dramatically improved S&OP process globally participating in related project meetings
- Accompanied Group from a Spin Off phase to the maturity of a Global Start up
- SAP, modules CO, CO-PC, CO-PA and FI as well as BW

Head of Group Business Controlling, Automotive, PE,

11/2011 – 05/2013

KVT Koenig AG, Dietikon, Switzerland, Mid-sized Swiss high-tech Group, Automotive and Hydraulic Supplier, Zürich area, PE, HQ, Sales ca. 270 Mill CHF, Headcount ca. 400

Business Partner to the COO of the most important division

- Project leader "Lead times reduction by 30%" for a plant network of 4 plants
- Plant Efficiency controlling and KPI dashboard for 4 plants
- Net Working Capital optimization by decreasing inventories by 2.5 mill CHF
- Standard costing and manufacturing / materials deviation analysis
- Contributed to transfer pricing project
- Sales increase amounting to 5 mill CHF by sales and inventory boosts activities
- Defended pricing and price strategy in front of strategic buyers of BMW in Munich
- Reductions of personnel cost amounting to 0.5 mill CHF by project lead short-time work efficiency and performance improvements in production
- SAP, modules CO, CO-PC, CO-PA and FI as well as BW

Acting Group CFO, Automotive Repairs, PE,

01/2010 - 11/2011

MPS (Micropaint) AS, Oslo, Norway, Fast Automotive Repairs, Manufacturing, R&D Calgary, Canada

Projects Acting Group CFO as a consultant for a small Norwegian Group, Micropaint AS, Oslo, Fast automotive repairs (Sales 2.5 mill. €, 35 employees) based in Oslo / London / Calgary, Canada, PE. Transformation of the Group to a more global, competitive & profitability oriented Group

Head Controlling Sleeves Operations, Food & Beverage Packaging

06/2006 - 12/2009

and "on-top" CFO & Managing Director biggest legal entity in Germany (65% of the Group), SIG COMBIBLOC GROUP, Packaging, Schaffhausen, Switzerland, Private Equity

In the main role as Head Controlling Sleeves Operations worldwide Manufacturing and Supply Chain financial responsibility for a plant network of 10 factories worldwide and the related supply chain area (Sales: 1.2 Bill. €, headcount: 3.500, 10 factories), Business Partner to the Head of Operations reporting to the CFO Europe

- Transformation a regional to a functional organization, plant controlling 10 plants
- Co developed with M+S Head of Controlling new global pricing strategy
- Optimization of the efficiency and performance improvements in production per process
- Standard costing and actual vs. standards deviation analysis
- Reduction of the total investment in China by 3 mill € by establishing techno benchmarking
- Reduction of the material cost by ca. 10 mill € by optimizing material usage
- SAP, modules CO, CO-PC, CO-PA and FI as well as BW

"on-top" role as Legal CFO and Managing Director

10/ 2007 - 12/2009

Financial and operational responsibility for the biggest operational unit, based in Linnich, Germany (Sales 800 mill €, ca. 2.000 employees, five factories, 10 European countries), HQ in Schaffhausen

- Cost reduction by ca. 20 mill €; Launched Goals and Actions matrix for optimizing operational efficiency and wastage situation
- Investment reduction by ca. 30 mill €
- Doubled EBITDA in a year of crisis and by adverse movement of raw material prices in 2008
- Project leader worldwide Working Capital of the whole SIG Group, increased CF by 20 mill €

Chief Financial Officer (CFO) D/A/CH, Pharmaceuticals

07/2005 - 05/2006

TAKEDA PHARMA GmbH, www.takeda.com, Aachen, DACH of the Japanese pharmaceutical market leader, listed in Osaka, (Sales: 360 Mill. €, Headcount: 450, Centralized Distribution)

Controlling responsibility for the whole organisation for Germany, Austria and Switzerland and operational responsibility for the Procurement Department

- Reduction of the procurement expenses by ca. 2 mill € by establishing a pan European tender management for CRO services
- Established on the green field a centralized procurement for the DACH region

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- SAP, modules CO, CO-PC, CO-PA and FI as well as BW

Divisional CFO EUROPE, Dental Materials & Equipment

04/ 2001 - 06/2005

DENTSPLY DeTrey GmbH: European Headquarter of the global market leader dental Group, listed in NASDAQ, (Sales: 120 Mill. €, headcount: 400, medtech materials, instruments, electronic devices, pharmaca, Central European manufacturing and supply chain in Constance, Germany and Baar/Zug, Switzerland) www.dentsply.ch

Business Partner to the General Manager, Operational responsibility for the purchasing, supply chain, plant controlling, financial responsibility for the whole organisation, covering 26 countries in Europe for the world's leading company of dental industry, delivering on the 5th working day actuals, forecast for the next month, next quarter, year end, consolidation and cash flow and divisional reporting Matrix reporting to the Group CFO, Group Corporate Controller, Group Treasury, Executive Vice president of the most important division globally based in Constance

- SOX 404 Audit in 2004 without deficiencies conducted by PWC (1st Audit in Europe after establishing SOX 404 processes and control mechanisms)
- Personnel cost optimization by ca. 2.5 mill € by launching lean management processes in the centralized European Factory, efficiency and performance improvements in production
- Plant cost controlling including product standard cost variance analysis, cost centre controlling, standard cost calculations and analysis
- Co launched and established Goals and Actions Matrix as optimizing short term operational Projects with strategy deployment
- Successfully avoided a planned payment amounting ca. 35 mill USD to tax authorities due to a long lasting tax audit (project lead) together with local and strategic tax consultants
- Co established on the green field the Centralized European Distributional Centre
- European pricing strategy and transfer pricing concept
- BPCS as ERP and project lead in ERP Audit

Controlling Director Europe and Americas, Pharmaceuticals

10/1995 - 03/2001

Sankyo Pharma GmbH, www.daiichisankyo.com, Munich, Germany, (Sales: 200 Mill. €, headcount: 1.200, plant network of 4 factories EU & SA, international supply chain); in charge of Controlling, Treasury and Internal Audit

Controlling responsibility as the Director Controlling for 13 affiliates with focus in Europe and another 40 – 50 selling dependencies, worldwide Group HQ in Tokio

- Reduction of local R&D over capacities amounting to ca. 4 mill €
- Inventory reduction by ca. 25 mill €
- Project lead Master Rolling globally; Manufacturing Controlling launch for 4 factories
- Efficiency and performance improvements concepts launch in production
- Plant cost controlling including product standard cost variance analysis, cost centre controlling, standard cost estimates and analysis for 4 plants
- Strategic set up of pricing for European product launches plus transfer pricing concept
- Conducting sales force efficiency in the four major EU countries resulted in personnel savings amounting to 2.5 mill €
- SOFT M and launch module contextual to actual vs. standards cogs calculation

Manager controlling operations, Philip Morris GmbH, www.pmi.com, Munich

01/1991 - 09/1995

Achieving profitability, productivity and efficiency in a complex cigarettes production plant

- Dramatically reduced the business controlling reporting time
- Co launched European Operations Guidelines based on Efficiency
- Daily Efficiency and performance improvements in production
- Plant cost controlling including product standard cost variance analysis, cost centre controlling, standard cost estimates and analysis
- Several lean manufacturing projects
- Reduced manufacturing cost by launching an innovative cost controlling process
- SAP, modules CO, CO-PC, CO-PA and FI as well as BW

Senior Auditor, BDO Deutsche Warentreuhand AG

01/1987 - 12/1990

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www.bdo.de, Munich, conducting external audits for this international Audit Group for ca. 14 medium sized companies per year out of building, chemical, clothing industry, banking and leasing area resulting in a significant experience in finance, audits, trade law and EDP

EDUCATION

Additional Education

- **SIG Academy, Cologne, Germany, 12/2008**, Coaching Program as personnel development measure
- **Takeda Pharma Academy, Hamburg, Germany, 07/2005 - 12/2005**, Management training in 2 modules
- **Dentsply University, Constance, Germany, 03/2001 - 07/2005**, Management training in 3 Modules
- **Dentsply University, Friedrichshafen, Germany, 05/2003**, personnel data safety
- **FORUM, Heidelberg, Germany, 02/2000**, Balanced Scorecard for pharmaceutical firms
- **Controller Academy, Munich, Germany, 06/1999**, Supply Chain Controlling

Ludwig-Maximilians-University, Munich, Germany

09/1981 - 12/1986

- **Diplom Kaufmann (equivalent to MBA)**, Banking and Audit; Civil Law, Trade Law

Languages: English fluent, German on native level, French on a B1 / B2 level, Greek native