Experience

[Director of Portfolio Management](https://www.linkedin.com/title/director-of-portfolio-management?trk=mprofile_title)

[Kulczyk Holding S.A.](https://www.linkedin.com/company/82613?trk=prof-exp-company-name)

November 2012 – Present (3 years 7 months)Warsaw Area, Poland

1. Director (Head) of the Portfolio Management Department   
2. Responsible for the general oversight of all existing business investments of the KI Group in the world, and assessment of exit and stay business decisions  
3. Responsible for building the department from scratch  
4. Supporting BU/Portfolio companies in relation to:  
a. review of market analysis and financial models for new deals at Group level (Preliminary & Final Investment Memorandum)  
b. review of risk assessment  
c. verification of financial and operational DD engagement and results  
5. Independent verification of lead assessment assumptions and models especially whether Internal Rate of Return on Real Equity>Hurdle Rate to ensure shareholder equity value creation  
6. Managing KI’s central repository of leads and projects register  
7. Participation in KI Investment Committee  
8. Maintenance and coordination of pass down of Group level assumptions and targets to BU’s  
9. Care keeper of Asset Allocation Strategy – Identification and advising on potential optimization of investment portfolio  
10. Increasing value of existing portfolio companies through active advisory  
11. Identifying and pushing economies of scale opportunities across existing portfolio companies  
12. Optimization of processes leading to increased efficiencies and effectiveness (at Group and portfolio company level)

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[Member of the Supervisory Board/ Member of the Audit Committee](https://www.linkedin.com/title/member-of-the-supervisory-board%2F-member-of-the-audit-committee?trk=mprofile_title)

[Ciech S.A.](https://www.linkedin.com/company/89288?trk=prof-exp-company-name)

July 2014 – March 2016 (1 year 9 months)Warsaw, Masovian District, Poland

1. Member of the Supervisory Board (Secretary) and Member of the Audit Committee  
2. Soda Ash producer listed on the Warsaw Stock Exchange (app 3,5 bln PLN in revenues)  
3. Involved in the oversight of the company's activities

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[Member of the Supervisory Board/ Member of the Audit Committee](https://www.linkedin.com/title/member-of-the-supervisory-board%2F-member-of-the-audit-committee?trk=mprofile_title)

[PEKAES](https://www.linkedin.com/company/105081?trk=prof-exp-company-name)

May 2013 – December 2015 (2 years 8 months)Blonie Poland

1. Member of the Supervisory Board (Secretary) and Member of the Audit Committee  
2. Transport and Logistics Service Provider listed on the Warsaw Stock Exchange (app 600 mln PLN in revenues)  
3. Involved in the oversight of the company's activities

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[BDM](https://www.linkedin.com/title/bdm?trk=mprofile_title)

[Lab4motion Solutions](https://www.linkedin.com/company/2350937?trk=prof-exp-company-name)

2015 – 2015 (less than a year)

[Supervisory Board Member](https://www.linkedin.com/title/supervisory-board-member?trk=mprofile_title)

[Chemikals Sp. z o. o.](https://www.linkedin.com/company/6125908?trk=prof-exp-company-name)

June 2013 – December 2013 (7 months)Warmian-Masurian District, Braniewo County, Poland

1. Member of the Supervisory Board  
2. Member of the Supervisory Board of a rail mass products terminal on the Polish / Russian boarder- responsible for the oversight of the company's activities

[CFO](https://www.linkedin.com/title/cfo?trk=mprofile_title)

[Magro International](https://www.linkedin.com/company/393390?trk=prof-exp-company-name)

October 2011 – August 2012 (11 months)Katowice Area, Poland

1. CFO of Magro International (VW, Audi, Suzuki) and Emida (Skoda)   
2. 7 dealerships, app 400 employees and turnover of approximately 300 mln PLN  
3. Responsible for the financial management, due diligence, and setting the strategy for the optimization of business processes and financial results  
4. Responsible for the post acquisition audit, settlement and negotiations with prior shareholders, and optimization of processes  
5. Reorganization of the Group (consolidation of key processes within the business lines) with the aim to quickly turn around the business and realize value on the divestment  
6. Responsible for the coordination and preparation of the sale transaction of the Group to new Shareholders (Porsche Holding)

[Head of Internal Audit](https://www.linkedin.com/title/head-of-internal-audit?trk=mprofile_title)

[Kulczyk Tradex](https://www.linkedin.com/company/42551?trk=prof-exp-company-name)

October 2009 – December 2011 (2 years 3 months)

1. Head of Internal Audit and Business Improvement Department   
2. Opening and creating the internal audit and business improvement department   
3. Recruiting and training employees (team of 4 auditors)  
4. Reporting directly to the CEO and Supervisory Board  
5. Managing and performing internal audit and business improvement assignments in 5 Group companies with total turnover in excess of EUR 1 billion in the automotive industry (sole importer of the VW, Audi, Porsche brands in Poland):  
6. Projects in the following areas:  
a. Purchase and sales process of cars and spare parts  
b. Stock management  
c. Creation of shared service centre  
d. Acquisition assessment (due-diligence)  
e. Marketing  
f. Procurement  
g. Treasury  
h. IT  
i. Logistics  
j. Financial and management reporting  
k. Special investigations  
7. Responsible for the oversight over business improvement projects in the following areas:  
a. Shared service creation  
b. Logistics optimization  
c. Purchase price and margin management optimization  
d. Business acquisitions  
e. Workflow system implementation  
f. Implementation of Code of Conduct and Continuous Improvement methodology  
8. Support in acquisition project of one of the top 5 dealership groups in Poland   
a. Litigation support  
b. Negotiation support  
c. Valuation

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[Manager of Risk Advisory Services](https://www.linkedin.com/title/manager-of-risk-advisory-services?trk=mprofile_title)

[KPMG Advisory](https://www.linkedin.com/company/1080?trk=prof-exp-company-name)

April 2008 – October 2009 (1 year 7 months)

1. Creating internal audit & enterprise risk mgmt service lines in all KPMG Poland city offices except Warsaw   
2. Recruiting & training employees  
3. Identifying customers & negotiating service agreements  
4. Managing the following projects:  
a. Co-sourcing internal audit for a NL B2B office products supplier (review, procurement, disbursement & stock management cycles)  
b. Co-sourcing internal audit for DE producer in the automotive industry (logistics cycle)  
c. Assessment of the effectiveness of the internal audit function for PL public entity in the chemical industry  
d. Creation of a framework for a risk management process for a PL public entity in the chemical & gas distribution industry  
e. US – SOX testing for multinationals in the automotive industry  
f. Japanese SOX testing for a multinational in the automotive industry  
g. US-SOX design implementation for a multinational in the agricultural industry  
h. Assessment of the inventory (coal & biomass) mgmt process for 2 PL Energy producers  
i. Internal audit of the stock mgmt & logistics processes for a RSA clothing retailer  
j. Internal audit of the stock mgmt process for a PL foods retailer  
k. Full scope internal controls review for a PL importer in the automotive industry (purchase, sales, logistics, finance, HR, stock mgmt, marketing, disbursement, controlling, and investment processes)  
5. Speaker at conferences/ roundtables  
a. Institute of Internal Auditors: presented at the 2008 yearly conference of the Polish IIA (200 audience members) on the topic of “Added Value in Internal Audit- Strategic Performance Review of the Internal Audit Function”  
b. Insurance Industry Audit Departments (100 audience members)- on Audit Sampling Philosophy and Approach  
c. French Bank’s Audit Department (15 audience members)- on Audit Approach in the Purchase to Pay and HR Processes  
d. Publicly listed company investor relations, legal, & internal audit departments (10 audience members)- Best practices in Corporate Governance

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[Senior Corporate Auditor](https://www.linkedin.com/title/senior-corporate-auditor?trk=mprofile_title)

[Honeywell](https://www.linkedin.com/company/1344?trk=prof-exp-company-name)

August 2007 – February 2008 (7 months)

• Responsible for performing corporate audit reviews of Honeywell affiliates based in Europe, the Middle East and Africa  
• Audits performed of Produce-to-Sell, Buy-to-Sell, and Project (long-term construction) types of affiliates  
• Countries visited: Ukraine, Germany, Denmark, United States, and United Arab Emirates  
• Reviews performed for the financial reporting cycle, testing conformity with US GAAP on the Oracle and SAP platforms  
• Responsible for helping in the implementation of a Risk Based Audit Approach (process control approach) on the following processes:  
1. Order to Cash  
2. Procure to Pay  
3. Produce to Inventory, and  
4. Financial Reporting  
• Based from home office- travel 3 weeks per month- granted autonomy in performing audits  
• Responsible for the interviewing of candidates during the recruitment process with regards to assessment of a candidates competence

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[Senior Corporate Auditor](https://www.linkedin.com/title/senior-corporate-auditor?trk=mprofile_title)

[Altria](https://www.linkedin.com/company/6414?trk=prof-exp-company-name)

December 2005 – June 2007 (1 year 7 months)

• Senior Corporate Auditor  
• Received excellent performance rating for the first year of employment  
• Responsible for performing corporate audit reviews of Phillip Morris International affiliates based in Europe, the Middle East and Africa  
• Audits performed of Produce-to-Sell and Buy-to-Sell affiliates  
• Countries visited: Ukraine, Spain, Poland, United Arab Emirates, Netherlands, Slovakia, Switzerland, and Portugal  
• Reviews performed in accordance with the Risk Based Audit Approach in relation to financial (US GAAP), operational, compliance and fraud related risks (following the COSO Framework)  
• Supervised (lead auditor) audits of Produce-to-Sell, Buy-to-Sell, and Service affiliate in the following areas:  
1. Revenue Recognition (Order to Cash cycle)  
2. Procurement (Procure to Pay cycle)  
3. Disbursements (Procure to Pay cycle)  
4. Marketing and Trade Expenditure cycles (Procure to Pay cycle)  
5. SOX compliance  
6. Shared Accounting Service Centre (audit of newly formed service centre for the EEMA region)  
a. Audit of the Accounting Service Centre Project and Setup (including migration process of two affiliates)  
b. Audit of the Order to Cash, Procure to Pay, Travel & Expense, General Ledger Maintenance and Financial Reporting Cycles  
7. Tolling Production Project (audit of newly implemented project transferring ownership of raw materials and finished goods from producing entities in Europe to one centralized location in Switzerland- Swiss Cooperative)   
• Performed audits in SAP and SUN systems  
• Reported directly to Audit Manager and Director, as well as General Managers and Process Owners of audited affiliates

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[External Audit Supervisor](https://www.linkedin.com/title/external-audit-supervisor?trk=mprofile_title)

[KPMG](https://www.linkedin.com/company/1079?trk=prof-exp-company-name)

January 2002 – November 2005 (3 years 11 months)

• During 2005 received a double promotion to Supervisor  
• Received excellent performance ratings for the final two years (audit seasons)  
• Participated in audit projects of major clients in the following business sectors using the risk based audit approach:  
1. sugar mills (German and British multinationals)  
2. oil (State owned)  
3. real estate development and construction (Swedish multinational)  
4. medical (US multinational)  
5. manufacturing (all types – Japanese, Danish, Dutch, German, French, Austrian etc)  
6. retail (German, Danish)  
• Preformed role of supervisor (team leader with up to 3 members) and group member (up to 7 members)  
• Participated in merger and consolidation assignments (German- as team member and Dutch- as supervisor)  
• Trained interns and new employees   
• Participated in 3 forensic/fraud investigations (commissioned by the Group)  
• In-depth analysis of internal control functions (client processes and testing)  
• Preformed all types of financial analysis  
• Prepared financial statements and other reporting documentation according to the following financial reporting requirements:  
1. Polish GAAP  
2. US GAAP  
3. IFRS  
4. UK GAAP  
5. German GAAP (HB II)

**Organizations**

[Member of the Institute of Internal Auditors (CIA)](https://www.linkedin.com/vsearch/p?keywords=Member+of+the+Institute+of+Internal+Auditors+%28CIA%29)

CIA

Starting December 2008

[Member of the Association of Chartered Certified Accountants (ACCA)](https://www.linkedin.com/vsearch/p?keywords=Member+of+the+Association+of+Chartered+Certified+Accountants+%28ACCA%29)

ACCA Member

Starting December 2007

**Languages**

French

Professional working proficiency

Spanish

Limited working proficiency

Polish

Native or bilingual proficiency

English

Native or bilingual proficiency

**Courses**

[University of Southern California](https://www.linkedin.com/edu/alumni?id=17971&trk=prof-courses-school-name-link" \o "Find other members who attended University of Southern California)

Global Management