



## Kadhafi DJEHAF

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- ✓ Decisive finance leader with 10+ years of international experience in healthcare, electronics and forwarding business.
- ✓ Collaboration across organizational boundaries in the pursuit of common goals and ability to get things done.
- ✓ Committed to high standards and meeting deadlines, with a keen sense of priorities.
- ✓ Prior success in implementation of new processes and leading teams towards positive conclusion of projects and growth.

## Work Experience



**Sales:** 45 B. USD  
**FTEs':** 300'000

**Listing:** Owned by DB Group  
**Sector:** Forwarding/Logistics

### Manager Finance & Controlling – Deputy CFO

07.2015 – present

Tokyo, Japan

- Business partnering with the key management leaders (Air, Ocean, Logistics, Fairs & Exhibition and Projects Divisions).
- Leading a multi-cultural team of analysts and controllers and deputizing the CFO.
- Management of several projects:
  - ✓ Offshoring FTEs' to a Shared Service Center in the Philippines,
  - ✓ Implementation of Group IT tools across the organization (SAP FSCM, WInI, SeMa, Customer workflow, e-procurement...).
- Business Finance responsibilities: financial reporting under IFRS to parent company, management reporting, financial budget, forecasts and medium-term planning, credit management, cash flow planning, capital investments and project evaluation/valuation.
- Responsible for Internal Control Framework and coordination with Internal and External Auditors (PwC).
- Daily approvals of customer credit limits, company purchasing, vendor registration, bank payments, customer claims...



**Sales:** 230 M. USD  
**FTEs':** 1'250

**Listing:** SIX (Switzerland)  
**Sector:** Industrials (Electronics)

### Group Controller (FP&A and Tax)

2014 – 2015

Geneva, Switzerland

- Business partnering with the key management leaders (Automotive & Industry Divisions).
- Provide business analysis in a fast paced, result-oriented environment.
- Business Finance responsibilities: P&L/headcount analysis versus budget, CAPEX & R&D projects review, tax optimization with Swiss holding, standard COGs & transfer pricing adjustment, shareholders analysis, budget coordination.
- Communicate and coordinate 4 onshore and 5 offshore resources (based Japan, USA, China, Russia and Bulgaria)



**Sales:** 1.5 B. USD  
**FTEs':** 12'000

**Listing:** BSE (Hungary)  
**Sector:** Healthcare (Pharmaceuticals)

### European Head of Controlling (FP&A)

2012 – 2014

Geneva, Switzerland

- Business partner of the CEO & CCO in the frame of a new bio pharma product launch in Europe.
- Elaborate countries plans, organic and non-organic market strategy business models and organizational structure.
- Design and implementation of a business control and reporting system across 12 European countries.
- Communicate and coordinate 3 onshore and 7 offshore resources (E.U): finance managers, controllers and business analysts.
- Business Finance responsibilities: P&L consolidation, analysis and headcount monitoring, finance entry point for European operations, management reporting.
- Alliance & partnership: negotiation of partnerships with industrial and business partners, contract monitoring for the outsourced pharmaceutical sales force and production/distribution.

**Group Internal Auditor**

**2009 – 2011**

*Paris, France*

- Conducted worldwide on-site audits for Sanofi Group in 16 countries including China, Brazil, Canada, UK, Saudi Arabia and Kazakhstan... (3 weeks on site with local management per audit assignment).
- Review of various processes (sales & marketing, finance, HR, IT, supply chain...) on commercial affiliates, production plants, R&D centers and newly acquired companies.
- Internal Control Framework Audits (Sarbanes-Oxley).

**Financial Controller (FP&A)**

**2006 – 2008**

*Tokyo, Japan & Helsinki, Finland*

- Business control over Japanese commercial operations including Joint Ventures with Chugai K.K. and Fujisawa K.K., providing P&L and Headcounts analysis as well as budget coordination.
- Sarbanes-Oxley (SOX): tested 40 % of the key controls' effectiveness and won the Sanofi Japan SOX Gold Award 2008.
- Interface role between the corporate internal auditors and the local affiliate.

**Education**

- **Master Degree (M.Sc.) in Economics and International Project Management** **2004 – 2006**  
*Strasbourg University (FR) - HEC Montréal (CA)*
- **Bachelor Degree (B.Sc.) in Economics and Management** **2001 – 2004**  
*Strasbourg University (FR) - 1 year exchange program in Bradford University (UK)*

**CONTINUOUS EDUCATION**

- **Inspirational Leadership: Leading with Sense - HEC Paris (FR)** **2017**
- **Critical Political Economy Approach - Universiteit Leiden (NE) & University of Geneva (CH)** **2015**
- **The Changing Global Order - Universiteit Leiden (NE) & University of Geneva (CH)** **2014**
- **Law and the Entrepreneur - Northwestern University (USA)** **2013**

**Skills**

Languages	Understanding	Speaking	Writing
<b>French</b>	Native	Native	Native
<b>English</b>	Fluent	Fluent	Fluent
<b>Japanese</b>	Intermediate	Intermediate	Basic

ITSkills	Soft Skills
MS office / Lotus Note	Cross Cultural Team Management
SAP R/3 (FI-CO-FSCM)	Change Management / Project Management
Magnitude - Business Object	Process Optimization
Oracle Hyperion / TM1	Finance / Audit / Internal Control
Ariba / Wallmedia	Influential communication

**Personal Interests**

- Member of the Ernst & Young Valuation & Business Modelling Community.
- Member and former President of SECA: "Swiss Private Equity & Corporate Finance Association".
- PPL: Airplane Private Pilot License (flying on Cessna 152 aircraft).
- Scuba diving: certified PADI Open Water (18 meters), SSI Advanced Adventurer (42.5 meters) & Nitrox diver.
- Speaker/Lecturer: teach finance and management in Business Schools in France on occasional basis.