

Filip Evenepoel

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Place of residence: Borgloon, Belgium

Visa: Belgian ID-card & Chinese Permanent Residence Card

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Professional Summary

I am a dynamic business leader with 20 years of progressive experience in corporate directorship, committed to enhancing the overall quality of organizations. I excel in driving individuals to operate more efficiently and fostering high-performance teams. With a proven track record of driving organizational success and profitability across diverse international environments, I possess robust leadership, strategic planning, and operational management skills. I am adept at achieving sustainable growth and elevating business profitability by reducing costs, whilst increasing turnover, productivity, and efficiency.

Areas of Expertise

- Teamwork
- Business development
- Operational efficiency
- Organizational leadership
- Leadership skills
- Decision making
- Problem solving
- Adaptability
- Working under pressure
- Self-motivated & energetic
- Fast learner
- Ability to multitask
- Customer oriented
- Negotiations expert
- Business Ops organization
- Organisational restructuring
- P&L management
- Solid relationship building
- Drive organisational success
- Increasing control over all the management functions
- Regulatory approvals
- Compliance management
- Reliable
- Critical thinking
- Process improvement
- IT Business management

Work Experience

Dec 2024 – Present

Houthalen, Belgium

ECHO Precast Engineering NV – Managing Director

Echo Precast Engineering, based in Houthalen, Belgium, develops and constructs machines and equipment for the production of pre-stressed concrete products. Over the years, gaining an international reputation for our technical know-how and engineering services; combining long-term expertise with experience to providing our customers with tailor-made solutions and giving them the competitive edge they need.

Website: www.echoprecast.com/

- Spearhead a team of 9 managers, including Marketing & Sales, Technical Office, Production, Field engineering, Software, Project Management, Engineering, Finance, HR, Admin, Transport & Logistics.
- Boost the sales figures by focusing on key accounts and new customer acquisition leading to an increase of sales by 50% in the first half year of 2025.
- Turn the P&L result from loss into profit in one financial year.
- Creating a clear and efficient control system over the supply chain and project management.

Aug 2018 – June 2024

Shanghai, China

ANTHURA China – General Manager

Over 500 employees; 20+ mln EUR turnover.

Anthura with HQ in the Netherlands is the world's number one in the field of breeding and propagating Anthurium and Orchids.

Website: www.anthura.nl

- Increase and ensure regular interdepartmental and intercompany communication and interaction to ensure alignment on objectives and maximize efficiency.

- Spearheaded a team of 9 managers, including Marketing & Sales, Tissue Culture Laboratories, Production Operations, IT, Projects, Engineering, Finance, HR, Admin & Legal managers.
- Applied strategic marketing initiatives and effective strategies which led to a growing EBITDA revenue by 25% year-over-year.
- Managed an annual \$15M budget for investment projects while constantly developing and implementing financial and CapEx strategies to achieve top-line revenue and drive cost reductions.
- Built new production facilities and tissue culture laboratory, including ancillary facilities according to the milestones within budget and time.
- Led exhaustive negotiations with the government to extend the lease period for 20+20 years and negotiated to increase the surface of the rented land by another 35% despite the lack of available land. Successfully converted the nature of the land and legalized the already used and unused land according to the requirements.
- Created a new company to be an import & export agent in order to avoid the related risk in case a third party would perform this scope.
- Rebuilt the MT to maximize organizational success, creating a high-performance team that achieves the KPI's. Performed succession planning by introducing hiring criteria, performance evaluation and training for management positions, increasing productivity by 15%.
- Slashed the indirect headcount by 30% by eliminating under-performers and improving performance via software; the direct manpower by 25% through automation and increasing personal efficiency. Stabilized total salary cost from 2018 to 2024 while increasing production output and total revenue by 25%.
- Fearlessly redefined the IT management approach to become a state of the art IT Business Management approach, orchestrating business, technology, and management principles to increase the organization's IT capabilities, ensuring that IT projects and expenditures make technical sense, aligning it with and supporting the company's objectives, and adding tangible value to the business. Successfully repelled a ransomware cyberattack in April 2021 concurrently, with no damages or losses caused.
- Digitalized all work flows (mapping) in every department as well as the production processes. Introduced the concept of IoT and its risks. Evolved to cloud solutions (sharing files via SharePoint, holding meetings via TEAMS combined with Decisions/Planner/OneNote), installed an advanced enterprise cyber security AI platform (SentinelOne), and an improved firewall (FortiGate), installed several virtual machines, backup systems, etc.

- Started up and created compliance awareness, thereby maximizing the mitigation of possible risks and obtaining regulatory approvals (construction permits, environmental permits, etc.).
- Increased and ensured regular interdepartmental and intercompany communication and interaction to ensure alignment on objectives and maximize efficiency.
- Reduced electricity cost in the laboratories by 20%; and water consumption by 15%-30% in the production facilities.
- Drastically reduced the ecological footprint by replacing the coal boilers with electrical heat pumps as the main source for heating and cooling the production facilities (with gas boilers as a backup).
- Invested in hygiene and quality measures reducing waste percentages by an average of 10% in the tissue culture production facilities.
- Strengthened quality, health and safety awareness at all levels.

Jan 2013 – Aug 2018

DSD STEEL GROUP – Managing Director

Cairo, Egypt

Over 1,000 employees; 200+ mln EUR turnover.

DSD Egypt with HQ in Germany is considered one of the largest steel manufacturing & erection companies in the Middle East region.

Website: www.dsd-steel.com

- Led the Management Committee of 3 managers, including Commercial, F&A and Operations managers, along with 200+ office staff and +1000 workers.
- In 2013, the first year of employment, turned a loss into a profit in less than one year by making drastic changes in COGS as well as overhead expenses and by reviewing the project scope to determine if some task or deliverable is or is not in the agreed-upon work (incl. the extra works) for the running jobs.
- Spearheaded venue operations, including financial analysis of project estimation, budgets, vendor sourcing, and strategic planning.
- Growing EBITDA revenue to 240% over the years of my tenure by increasing the customer base.
- Boosted the sales figures by creating extra works for several mega projects leading to an additional 10% sales for those financial years.
- Drastically reorganized the company and established a new 0-chart.
- Slashed the total salary cost of the indirect manpower by 75% & the total indirect/general & administration expense ratio by 65% while ensuring the continuation and enhancements of services.
- Created a performance-based incentive system that increased employee productivity by 25%.
- Fought corruption in the organization at all levels by having internal investigations with clear results (won court cases based on the available evidence) leading to better control over price levels and removing inefficiencies (purchasing as well as sales related).
- Successfully led negotiations with the company syndicate, the national union and the Ministry of Labor to avoid salary increases which would have led to less competitiveness compared to the South European countries.
- Deeply went into old court cases and bad debts and was able to recover 90% of the bad debts (between 10 to 5 years old).

- Negotiated with the Qatari JV (for the project of building the New Doha International Airport) and was able to get all extra works paid by about 175% of its original sales value within a term of 3 months following the signing of the settlement agreement.
- Improved estimation calculations and contract negotiations. Created control tools for follow up of the contract execution.
- Developed and maintained strong relationships with external stakeholders, resulting in increased investment opportunities.
- Developed and maintained relationships with key stakeholders, resulting in increased brand recognition and trust.

Dec 2008 – Dec 2012

NV DENYS – Branch Manager

Accra, Ghana

Over 1,000 employees; 250+ mln EUR turnover

Denys with HQ in Belgium is a multidisciplinary group specialized in water, energy, mobility, architecture, restoration, and special techniques.

Website: www.denys.com

Apr 2007 – Dec 2008

CORDEEL - Chief Financial Officer

Hoeselt, Belgium

Over 1,600 employees; 650+ mln EUR turnover

Cordeel is a full-service provider for the entire construction process, a major European player in construction.

Website: www.cordeel.eu

Nov 2006 – Apr 2007

E-POWER INTERNATIONAL – Purchasing & Log. Manager

Nieuwerkerken, Belgium

E-power International is a leading provider of energy solutions, committed to innovation and sustainability. Our comprehensive suite of products and services is designed to meet the diverse energy needs of customers worldwide, driving the transition to a sustainable energy future.

Website: <https://www.e-powerinternational.com>

Sep 2004 – Nov 2006

UNIVERSITY HOSPITALS LEUVEN – Purchasing Manager

Leuven, Belgium

UZ Leuven is a university hospital where patients can count on specialised care and innovative treatments, combined with humane attention and respect for every person. Every day, 10,000 passionate employees provide the best possible custom-made care. As a pioneer in clinical research, the hospital also contributes to future patient care.

Website: <https://www.uzleuven.be/en>

Sep 2001 – Sep 2004

UNIVERSITY OF LEUVEN / REBUS – Academic Researcher / Tutor

Leuven, Belgium

KULeuven has been established 600 years ago. It is the 45th in the World University Ranking and has about 60,000 students.

Education & Languages

M.Sc. in Applied Economics, International Business

University of Leuven/Hasselt, 2004 - 2006

M.Sc. in International Relations and Conflict Management

University of Leuven, Leuven, 2001 - 2002

B.Sc. in Business Engineering

University of Leuven, 2000 - 2001

M.Sc. in Industrial Engineering

University of Leuven, 1995 - 2000

Languages

Dutch - Native

English - Fluent

French - Fluent

German - Basic