

## Pierre Callens

Belgian, 22/07/71, married, 3 children  
Permanent address: Rue Regnie-Durette, 32, Erpent, Belgium  
Mobile: +255 788 176 731 (Tanzania) / +32 491 744 254 (Belgium)  
[p\\_callens@yahoo.fr](mailto:p_callens@yahoo.fr)  
Skype : callenspierre



*Senior executive with 20 years of international experience in Financial Management, Audit & Finance Advisory services, social entrepreneurship and business development, for international companies as well as for SME's, in various sectors.*

*Looking for a new professional challenge in a human-sized, ambitious and innovative organization requiring financial, analytical, managerial, problem solving, hands-on leadership and business partner skills to drive the organization through operational development and strategic choices.*

## COMPETENCIES, RESPONSABILITIES AND ACHIEVEMENTS

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### FINANCIAL AND ACCOUNTING MANAGEMENT

- Preparation and review of statutory accounts
- Weekly, monthly, quarterly management accounts: P&L, balance sheet, cash-flow forecast, KPI's
- Set up / Improvement of internal controls, SOP's to insure good governance and compliance
- Dealing with external auditors
- Treasury management : debt restructuring, fundraising, negotiation with investors to decrease financial costs and optimize deposits yield and minimize forex exposure
- Account receivable management : credit control, bad debt risk management
- Stock and procurement management
- IFRS, USGAAP, BELGIAN GAAP, DUTCH GAAP
- Follow up tax matters (current, tax audit, litigation) and optimization
- Follow up legal matters (current and litigation)
- Set up of proper business insurance cover

### HR MANAGEMENT

- Supervision of payroll administration
- Team Management (5 to 45 staff), multi-sites, multi-entities, different cultures
- Set up of organogram and job descriptions
- Recruitment, contracts
- Performance follow-up
- Training plan
- Participation to salary survey and salary alignment project

### PROJECT MANAGEMENT

- Set up / restructuring of financial departments
- Cleaning of accounting books
- Improvement of quality and reporting deadlines – computerization of reporting
- Steering committee member for choice, designing and roll out of new ERP (Navision)
- Leading steering committee for choice, designing and deployment of a new Information Management System (Hospital Management System / Depot management system)
- Development of business plan, fund raising, construction and operationalization of a new healthcare facility
- Start up setting : contacts with lawyers, insurance companies, banks, VAT, staffing, controls and processes set up, IS, reporting

- Change management : post acquisition integration , alignment to Group policies and standards, transitioning to Group IS
- Fusions & acquisitions ; due diligence, synergies quantification, market survey, business valuation and modelling, SPA negotiations
- Conversion from local/group to international gaap (IFRS)
- Substantial number of statutory and consolidation audits, in Belgium and internationally

## BUSINESS DEVELOPMENT

- Prospection, identification, planning and operational setting-up of new opportunities: feasibility and profitability studies and performance follow-up
- Driving major strategic investments
- Formulation and implementation of marketing and communication plans

## BUSINESS PARTNER

- Communication improvement between finance and other support services and business
- Advising and supporting the CEO on all strategic related questions and decisions
- Business support in commercial tender processes : profitability analysis, payment terms, insurance, bank guarantee, hedging, pricing
- Senior management team member: annual strategic review, target set up, performance follow-up
- Member of board of directors
- Stakeholders relationship : banks, insurances, auditors, investors, shareholders

## OTHERS

- Active participation to lean management implementation (Green Belt Certification)
- Supervision of IT / IS departments
- Member of audit committee

## PROFESSIONAL EXPERIENCE

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**2016 - 2017      CCBRT (Healthcare)                      Director Private Services & Business Development**

*Facilitate the transitioning process from a charity to a social enterprise model. Manage the financial viability of existing services. Responsible for planning, developing, and evaluating new service delivery and clinical outreach opportunities as well as managing the construction and operationalization of a new healthcare facility.*

### Key data

- CCBRT : 200 beds / 100,000 patients per year / 450 staff
- Managing 50 staff / \$4mio patient contribution / raising \$8mio funds
- Leading Construction and opening of a new hospital / opening of 3 new medical departments

**2012 - 2015      CCBRT (Healthcare)                      Finance and Strategic Advisor**

*Professional assistance to CCBRT's Management in order to support and give directions to the finance department throughout ongoing organizational changes and activity growth*

**2011-2012 PUMA ENERGY (Oil & Gas) Regional Finance Director East Africa**

*Supervision of all finance, reporting and IS activities of all Puma subsidiaries in East & Central Africa (Zambia, DRC, Tanzania, Malawi)*

Key data

- Puma Central & East Africa: 4 countries / 20 depots – total capacity 900,000 m<sup>3</sup> / 80 service stations / B2B (Mines) / \$1.1 bn turnover / EBITDA : \$70mio / 420 employees
- Managing 46 finance staff / Reporting to Africa Finance Director

**2009-2011 PUMA ENERGY (Oil & Gas) Regional Finance Manager West & Central Africa  
Deputy General Manager Puma International Congo**

*Supervision of all finance, reporting and IS activities of all Puma subsidiaries in West & Central Africa (Congo, DRC, Ivory Coast, Ghana, Nigeria), reporting to the Group CFO in Geneva.  
Deputy General Manager of Puma International Congo)*

Key data

- Puma West : 5 countries
- Terminal of 180,000 MT in Abidjan (+ jetty management) / Offshore mooring system / Building of 2 distribution terminals in DRC / sales to mines / Building of the biggest depot of Africa in Lekki, Nigeria
- Responsibilities: 35 finance staff / 100 employees as Deputy General Manager in Congo / Reporting to Puma Energy CFO

**2006-2009 ORYX ENERGIES Country Finance Manager**

*Responsible for all financing, accounting, controlling, cash flow and reporting activities of all the Tanzanian and Zambian subsidiaries in close cooperation with the Managing Director, the Regional General Manager (Tanzania) and the Group CFO (Switzerland)*

Key data

- Oryx in East Africa : 2 countries / 25 service stations, leader in the mines' sector / 115,000 mt storage capacity / blending plant, / LPG storage and distribution
- Total consolidated turnover: 250 Mio USD
- Total employees : 200
- Managing 25 finance staff

**2000-2006 DELOITTE (Consulting) Senior Manager Transaction Services**

*Responsible for a large number of acquisition support projects such as bid support, due diligence, data room reviews, company valuations, business modelling for international companies as well as for SME's*

Major clients: Solvay, Francisco Partners (US Investment House), Attijariwafa Bank, Aprophar, Multipharma, ABX France, Deficom, Leroy Merlin, Andlinger, Ewabora Airways, Besix

**1995-2000 DELOITTE (Audit) Audit Manger**

*In charge audit assignments for Deloitte clients of multiple sizes and active in various sectors, in Belgium and in Africa*

Major clients: TotalFina, Renault, Bull, Société Générale de Belgique (Suez Group), Transcor, Diamant Board, Petercam, La Croix Rouge de Belgique, Compagnie Minière de Touissit (Casablanca), Besix, CIB

## **EDUCATION**

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**Master in Commercial Engineering**, Louvain School of Management, Université Catholique de Louvain (Belgium, 1989 – 1994)

- Graduated with honours (specialization in Finance)
- Industrial marketing Thesis for a SME in Wallonia

**International Relations**, Katholiek Universiteit van Leuven (1994 - 1995) - Post-graduated program

## **PERSONAL EXPERIENCE**

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**Africasia, Travel across Africa** (2002 – 2003)

- Explored Africa from north to south by car during 7 months (23 countries)
- Set up project, raised funds through sponsorship, organized documents and equipment, designed internet site
- Regular communication, newsletters and post trip conferences

## **OTHERS**

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Languages: French (native), English (fluent), Dutch (conversational)

Computer skills: MS-Office, Hyperion, JDE, Sun Systems, Navision, SAP, Qualigram

Innovative Business models for Better Impact – Health Edition – World Bank Group, December 2015

CEO Site visit / Creating a Lean Management System Workshop – ThedaCare, Appleton WI, May 2015

Leadership, Innovation and Strategy – GE, Addis Ababa, November 2014

Hobbies: Travels, cinema, trekking, Tennis, Football, Sailing, Kite-surfing

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