

## PROFESSIONAL PROFILE

A progressive and internationally experienced Business Leader from a 'Big 4' Accountancy background. Demonstrable record of achievement delivering improved performance through strategic, financial and operational disciplines supported by the execution of complex change, operating model transformation, M&A and balance sheet management initiatives. Combines deep insight into the impact of technology on business practices and behaviours with high levels of commercial acumen identifying change requirements and putting in place precise solutions for improving performance and increasing revenue. A very versatile, results-driven and consumer-focused individual offering strong business leadership and exceptional people management skills forging productive alliance and partnerships.

## KEY SKILLS

- Strategic Business Planning & Execution
- Global Marketing Analytics/Business Intelligence
- \$Multi-Million Business Operating Model Creation
- Product/Service Re-alignment to Market Needs
- IPO's, M&A's, Post Acquisition Integrations
- Enterprise Change Programmes & Delivery
- Extensive experience with IFRS and local GAAPs
- People Development & Mentoring
- Financial Planning, Analysis and Reporting
- Corporate Governance, Regulatory & Board expertise

## EXECUTIVE IMPACT

**Thought Leadership:** An incisive and strategic business thinker; a readiness to challenge assumptions and introduce cutting-edge solutions for creating new business opportunities to increase market share and drive competitive advantage.

**Business Development:** High level of expertise interrogating complex data and triangulating empirical evidence to support sound decision-taking at Board level on change strategies for improving outputs, productivity and increasing market share.

**Operational/Change Programmes:** Decisive management of organisational change across multi-country operations, providing clear leadership and expert analysis cutting through silos and complexities to drive efficiencies and take out cost.

**Financial Expertise:** Qualified International Accountant (ACCA) and Accredited SEC Practitioner with specialist knowledge of tax and regulatory requirements across multi-jurisdictions. Extensive 'C' level experience leading regional teams in fulfilment of all business requirements, at all times ensuring the highest standards of fiduciary care and ethical conduct.

**Negotiation:** A strong negotiator in operational and commercial roles. Robust scrutiny of all deal-making and contractual processes; absolute focus on pricing, quality assurance (QA) and levels of service delivery (SLAs).

**People Leadership:** Espouses a collegiate and collaborative management style focused on trust, knowledge sharing and building pro-active relationships. The ability to attract, select, motivate and empower high calibre people, setting challenging KPIs whilst supporting all team members to put in place lasting legacies of process and business improvements.

**Stakeholder Engagement:** A polished communicator, public speaker and ambassador for the business. Engages effectively with stakeholders, fostering an increase in confidence at all levels to gain 'buy-in' for achieving shared goals and objectives.

## CAREER PROGRESSION & ACCOMPLISHMENTS

*20 years' rapid progression into senior roles in diverse, complex and challenging business environments, previously with Deloitte and AIG Group (see following), prior to returning to native Lithuania in 2016.*

**2019-Present: Non-Executive Director** **Būsto paskolų draudimas, Vilnius**

- Būsto paskolų draudimas is a run-off insurance company that provides mortgage credit insurance in Lithuania.

**2017-2019: Non-Executive Director/Chair of Audit and Risk Committee** **Lietuvos pastas, Vilnius**

- Lietuvos pastas is the largest provider of postal services in Lithuania with annual turnover of 80 €mln., more than 5000 employees and the largest retail network and financial services chain in the country

**2017-Present: Managing Director** **UP Consulting Group Ltd, London**

- Founded a boutique Consulting Group that provides advisory, consulting and mentoring services specialising in Corporate Governance, Risk management, Internal Controls, and Enterprise Change helping organisations sustain business, improve productivity and streamline operations.

**2016-2017: CFO/Board Member** **Akropolis Group, Vilnius**

- As a key member of the Executive leadership team, responsible for all financial, tax and IT matters across 5 countries (Lithuania, Latvia, Estonia, Bulgaria and the Netherlands). Leading and driving financial performance and impacting both commercial and organizational direction of the largest commercial real estate management company in the Baltic States.
- Additionally, took on Board role for two subsidiaries, and maintained monthly overview of all Group subsidiaries (22 total) on behalf of shareholders, freeing up the CEO to focus on new business opportunities.

### Selected Achievements:

- Advised the CEO on a 3-year business development/growth strategy.
- Enhanced MI, including the quality of management accounts and commentary on performance. Worked closely with senior managers, identifying opportunities for new efficiencies and resulting in cost savings.
- Successfully negotiated major finance facility with a leading Swedish bank to drive expansion and make acquisitions.

## CAREER PROGRESSION & ACCOMPLISHMENTS CONT.../

2013-2016:	Lead Director, Global Finance	AIG Inc., London
	<ul style="list-style-type: none"><li>Recruited into AIG, the multinational finance and insurance corporation (Market Cap of \$74bn) by former colleague from Deloitte (see next).</li><li>Responsible for the finance oversight across EMEA, Canada and LATAM regions (c.60 countries delivering c.30% of AIG's global revenues) and for advising on strategic decisions including M&amp;A, new products and investments .</li><li>Additionally, acted as Global Change Leader tasked with delivering AIG's major finance transformation for international operations (c.70 countries, including Asia) to increase efficiency and adopt new regulatory requirements. Led on process re-design, automation and technology changes.</li></ul>	
	<b>Selected Achievements:</b> <ul style="list-style-type: none"><li>Implemented a new governance model and created a FTOM for integrated reporting and leveraging existing capabilities whilst reducing manual activities.</li><li>Led the purchase accounting procedures to determine the true value of a target acquisition in Ireland resulting in a successful acquisition, subsequently advising on related integration issues and financial projections.</li><li>Demonstrated high level of finance acuity identifying business-critical flaws in the 'financial DNA' of a potential acquisition in the Middle East (with value of \$1bn+) resulting in AIG Main Board decision not to proceed.</li><li>Served, variously (2014-2016) as i) Member and Co-Leader for the Women and Allies Network in the UK ii) Chair of the Finance Learning &amp; Development Council, EMEA and iii) Member, the Global Learning Council, USA. Also, Member of the EMEA Product Development Council.</li><li>High profile speaker at industry events on topical issues.</li><li>Nominated as one of AIG's 'Top 25 Emerging Leaders' (selected from 3000 employees in the UK) for the High Potential Leaders Programme.</li></ul>	

1999-2013:	Senior Manager, London (and Earlier Roles in Vilnius)	Deloitte LLP
	<i>Joined Deloitte (Lithuania) in 1999 as Audit Junior rising to Audit Manager after 12 years, prior to the invitation in 2011 to join Deloitte's prestigious London Financial Services team with promotion to Senior Manager</i>	
	<ul style="list-style-type: none"><li>Appointed to a small management team to co-lead the audit of one of the UK's largest general insurers (and FTSE 100 Company) managing a cross-functional audit team of up to 25 personnel.</li><li>Operating at senior level, advised clients on numerous complex regulatory, tax, operational and finance issues.</li></ul>	
	<b>Selected Achievements:</b> <ul style="list-style-type: none"><li>Key role in the IPO of the Direct Line Group separated from RBS (one of the largest listings in LSE with market cap of \$7bn).</li><li>Developed cutting edge tools to accelerate the client's transformation journey.</li><li>Led finance change and 'go to' market strategy in relation to the new regulatory framework in the UK.</li><li>Supported the development of 'big data' propositions, leading the pilot data analytics project for FTSE 100 company.</li><li>Rolled-out the new Deloitte Audit Approach for the assurance engagements in the UK focused on improving audit quality and insights.</li><li>Prior to relocation to UK, in 2011 elected as Board member to the Lithuanian Chamber of Auditors (LCA); led the creation of a strategic plan and contributed to the working group promoting the quality of audit &amp; assurance engagements.</li><li>Appointed to represent LCA in the General Assembly of European Federation of Accountants (FEE).</li></ul>	

## QUALIFICATIONS & PROFESSIONAL DEVELOPMENT

<b>2014-2016:</b>	<b>Non-Executive Director Courses</b> , delivered by "Women on Boards" and the Financial Times.
<b>2012:</b>	<b>SEC Accreditation (US Securities &amp; Exchange Commission)</b> , sponsored by Deloitte.
<b>2011:</b>	<b>Certified International Public Accountant</b> , Association of Chartered Certified Accountants (ACCA).
<b>2006:</b>	<b>Certified Public Auditor (currently not active)</b> , Lithuanian Chamber of Auditors.
<b>1996-2002:</b>	<b>Bachelor and Master Degree, Business Administration and Management</b> , Vilnius University, Lithuania.

## GLOBAL PROFESSIONAL ALLIANCES & EXTRA-CURRICULAR VOLUNTEERING/CHARITABLE ACTIVITY

- Fundraiser for The Wild Hearts Group (Economic Empowerment).
- Volunteering for Green Light for Girls (Global STEM Education Initiatives).
- Mentor, Women of the 2016 World (WOW) International Conference, London.

## LANGUAGES

Fluent English, Lithuanian and Russian. Business conversational German.