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| Machine generated alternative text: | Hassan Razwi  ACA Chartered Accountant  25 Church Road 🞟 Hayes 🞟 Middlesex 🞟 UB3 2LB  Telephone 07733 068 739  [contact@hassanrazwi.com](mailto:contact@hassanrazwi.com)  [www.hassanrazwi.com](http://www.hassanrazwi.com)  **Interim 🞟 Locum 🞟 Contract 🞟 Temp** |

**Profile**

An **Interim Finance Manager** with experience across a broad range of markets and industries; brings a knowledgeable, practical, hands-on approach to all assignments.

Used to supporting senior management teams as a flexible finance specialist or team manager. Creates an organised, structured approach, to deliver specific corporate objectives; brings credibility to any finance service. Familiar with a range of current ERP and finance systems.

**Recent Assignment Summary**

2023 to 2023 **VIBRANT FOODS Ltd** (Wholesale & Retail food supply in the UK & Europe)

Producing UK Statutory Accounts for the whole group, across 18 entities.

2021 to 2022 **Mundipharma Ltd** (Pharma medicines & Consumer healthcare products)

Providing emergency cover for two key roles and problem-solving projects.

2021 to 2021 **Protiviti Ltd** (Staffing and Consulting operations)

Providing consultancy to fix Procure-to-Pay analytics for an end client.

2019 to 2020 **MANHATTAN ASSOCIATES Ltd** (Supply chain solutions)

Senior Finance Manager EMEA during leave of absence and key resignation.

2019 to 2019 **L3 COMMUNICATIONS UK Ltd** (Security and Detection systems)

Interim Financial Controller EMEA during a period of change

**Interim Career**

Jul to Oct **VIBRANT FOODS Ltd**

2023 *T/O 197m across 5 brands comprising TRS, Cofresh, East End, Cashew and Everest Dairy in the wholesale and retail markets, covering both the UK and Europe.*

**Interim Statutory Accountant**

Reporting to the Group Financial Controller and liaising directly with the Group Financial Director.

Assisting with producing the final accounts to support further growth under private equity owners Exponent.

My role: produce the 2022 UK Statutory Accounts for the whole group, across 18 entities including consolidated, audited and unaudited accounts. Key milestones include: using final December 2022 Trial balances as a starting point and creating an ETB; agreeing the rolled over Reserves to the 2021 UK accounts, working out and inserting any differences; creating the consolidation ETB for Vibrant foods Ltd, along with other companies in the “Tower” culminating in the TopCo consolidation; incorporating any audit adjustments; submitting draft accounts to the Auditors using IRIS software; incorporating final adjustments in post audit review plus others from senior management; producing Final accounts, signed by the Directors and awaiting Auditors for submission to HMRC.

Aug 2021 **Mundipharma Ltd** *(Global HQ Cambridge UK)*

to Oct 22 *Sales $2bn over 120 countries. Global network of Independent Associated Companies involved in the Research, Development and Manufacture of* *Pharma medicines plus consumer healthcare products from 3rd party suppliers.*

**Interim Finance Manager**

Reporting to Head of R2R and Head of FSSC.

This broad role included: overseeing change in the P2P cost centre hierarchy for inclusion on Oracle so that the “No Purchase order No Pay” policy could be brought into effect. Covering for the Pricing Accountant during a period of leave. Transfer pricing from BARD in Bermuda and loading on to the system. Making changes to prices for a specific product and loading on to Oracle. Completing Variable pricing for the MEA region. Updating Supplier Prices. Providing expert assistance and support wherever necessary as instructed by the Head of the FSSC.

Drilling into, understanding and creating solutions for the entire pricing approach which had created an increase in GRNI and Inter-company balance mismatches; assisted colleagues to formulate an end-to-end workflow for pricing which highlighted pinch points and specific reasons for increased GRNI. This also required liaison with Swiss, German and South East Asia entities to clean up the account along with upstream IACs.

Assisting the AR and their Counter Party AP teams with reconciliations to address significant mismatches which had become prevalent.

Took on the month end reporting for Norway and Finland following the incumbent becoming seriously unwell and latterly leaving the company. Key elements included: Year End for Group and local entity; Local Audit; Assisting with the Deloitte project; supporting the SWAT Project team; Intercompany Mismatch project; Audit work; MDC, MBL, MLG, MMCL and Denmark; Shadowing for Benelux whilst incumbent was married; returning for two-week handover for a Norway and Finland employee and establishing new, permanent replacement.

May to **Protiviti** **Ltd**

Jun 2021 *Wholly owned subsidiary of Robert Half International Inc. (NYSE symbol: RHI). 2018, parent reported revenues of over* *$5.8 billion and now has* *staffing and consulting operations in more than 400 locations globally.*

**Protiviti – Interim Consultant**

Reporting to the Associate Director- Business Performance Improvement.

Project focus: Procure-to-Pay analytics for an end client.

The main thrust of the role is to identify invoices that have been settled but are part of current accruals and help design a process which avoids settled invoices being included in future accruals. This required identifying invoices and open POs that should have been included in accrued expenses, classifying trade payables and accruals, and reclassifying all identified invoices received before the month close as “Expenses payable”.

In addition, I investigated the current accruals processes, and analysed root cause of any anomalies; reviewed the Month End close process in respect of accruals, identifying issues and providing recommendations; fix classification issues between Trade Payables and Expense Accruals; and re-designed and recommend improvements to Balance Sheet reconciliation templates.

Oct 2019 **MANHATTAN ASSOCIATES** **Ltd**

to Apr 2020 *T/O £78m; part of Manhattan Associates Inc T/O $618m quoted on NASDAQ. Provides customers with* *Supply chain, Inventory and Omnichannel solutions.*

**Interim Senior Finance Manager EMEA**

Reporting into the Finance Director EMEA

Brought in during a period of high instability, and with little available support, following a leave of absence which culminated in the resignation of a key employee.

Managing and mentoring a team of four, responsible for the day to day running of the EMEA finance function (UK, France, Germany and Netherlands). This includes posting and payment of all Purchase invoices, ensuring bank details are correct, approval of all journals, creation of all accruals. Liaising with the FP&A team and FD regarding any variances in the monthly management accounts. Reviewing, substantiating and approving all Balance Sheet reconciliations and that all accounts are reconciled analytically. Ensuring all taxes (VAT and Corporate) throughout EMEA are paid according to their timetable. Managing the planning, preparation and completion of the annual statutory audits for the requisite EMEA entities, working with external accountants and auditors as required. Documenting the accounting processes for any changes or updates. Liaising with Finance staff in the US, as required, and preparing the quarterly Flux analysis with requisite explanations to variances highlighted by the US. Liaising with the Payroll department on foreign payrolls. Liaising with the FD on *ad hoc* issues. Using Great Plains ERP software. Overseeing company adherence to proper segregation of duties and internal controls along with SOX compliance.

Apr 2019 to **L3 COMMUNICATIONS UK Ltd**

Jun 2019 *T/O £75m; part of US company L3 Technologies Inc. Provides* *Security and Detection systems to Airports, Ships, Prisons etc.*

**Interim Financial Controller EMEA**

Reporting to the Financial Director EMEA

Responsible for the approval of all sales invoices and for the Service revenue to be included in the monthly management accounts along with the ensuing deferred revenue calculations. Approval of all Journals and Balance Sheet reconciliations and signing off as complete. Ensuring all relevant tasks for the monthly management accounts along with all relevant tasks under SOX regulations are complete. Preparation of the Tax packs for the tax accountants. Preparation and submission of the monthly EC Sales List and intrastat to HMRC. Liaising with the software consultant concerning Making Tax Digital for the VAT returns.

Jul 2017 to **WICK HILL Ltd**

Nov 2018 *T/O £140m; now Nuvias UK & Ireland Ltd and part of The Nuvias Group P/E backed by The Rigby Group Plc. Provides Cyber Security via distributors; Group’s presence in EMEA includes Cyber Security and Advanced Networking.*

**Interim Finance Manager**

Reporting to the CFO covering for the FD on extended sick leave.

Responsible for the production of Monthly Management Accounts. Producing and reviewing the monthly balance sheet and related reconciliations. Preparing the UK Statutory accounts for three Group companies in addition to all supporting schedules for the Auditors and for tax computations. Liaising with auditors. Preparing monthly Recharges to Wick Hill Gmbh in Germany. Producing and reviewing monthly Intrastat for HMRC. Producing and reviewing quarterly VAT returns for two companies. Mentoring a team comprising four technical staff. Assisting with the smooth transition to a new ERP system (Microsoft Dynamics 365).

Oct 2015 to **JOHN NIKE GROUP OF COMPANIES**

Jun 2016 *T/O £31m; The Nike Group is a privately owned limited company comprising businesses from luxury hotel, dry ski slopes, ice rinks, manufacturing, petrol forecourts, property development and builders merchandising.*

**Group Financial Controller**

Reporting to the Group Finance Director and Chairman.

Reviewing weekly Cash Flows liaising with the Chairman. Reviewing, updating and signing off on behalf of finance all CAPEX and non-trading forms. Responsible for BACS payroll and transfers. Approving all payroll items including directors and senior management. Reviewing monthly trading figures and discussing with business heads as required; producing monthly management pack. Overseeing pension, life assurance and private medical schemes. Managing quarterly rental and invoices and expediting as required. Reviewing credit control for all companies and stock takes. Managing VAT returns liaising with HMRC and updating cash flow. Managing company insurances with brokers and annual energy contracts. Preparing schedules for tax and audit. Managing company vehicle fleet.

May 2014 to **MRBL Ltd**

Sept 2015 *T/O £616m, acquired by Kier Group Plc in June 2015*

**Interim Group Finance Accountant covering Maternity Leave**

Reporting to the Head of Financial Accounting and Group Reporting

Preparation of MRBL’s half-year and full-year statutory accounts under IFRS and its subsidiaries under UK GAAP, including specific notes for both the Group and Subsidiaries (Provisions, Debtors, WIP interest) working with financial and management team. Preparation and review of the group’s provisions schedule, Interest and Pensions for inclusion in the monthly management pack; completely restyling the former with relevant information for senior management. Running the monthly FX revaluation program in SAP and completing ONS forms. Completed a range of harmonisation tasks following the company’s take over by the Kier Group Plc on 8th June 2015 (T/O £2,985m) including shortening of year end and preparing schedules and notes as per the Kier Group for both their Group accounts and subsidiaries.

Oct 2013 to **IRON MOUNTAIN ENTERTAINMENT SERVICES (IMES)**

Mar 2014 *Formally BONDED SERVICES GROUP Ltd part of Bonded Services Group LLC, a Private Equity backed company incorporated in Delaware*

**Interim European Financial Controller**

Reporting to the Corporate Controller and the President for Europe and Asia.

Responsible for the Statutory Accounts, Budgets and Monthly Reporting packs for all UK operations. Managing five staff, with emphasis on Credit control and cash management.

Preparation of analytical Balance Sheet reconciliations and submission to the USA. Liaising with UK Auditors and Tax Accountants. Recruited a replacement accountant for the French subsidiary, and mentored them into the role, emphasising Client’s Monthly Revenue analysis.

Nov 2012 to **UNITED HEALTHCARE GROUP Ltd**

Apr 2013 **Life Sciences division**

*Part of The United Healthcare Group In., a global company involved in the Medicare section in the USA and Pharma/Lifesciences and R&D.*

**Interim Finance Manager**

Reporting to the Interim Group Financial Controller, Life Sciences EMEA.

Responsible for all financial transition issues in China, Hong Kong and Australia post-acquisition of 3 strategically key companies. Identified anomalies in all accounts and both analysed and quantified information ensuring accurate data is subsequently incorporated into the central accounting system (PeopleSoft, part of Oracle). In addition, prepared balance sheet reconciliations and submitted these centrally via Blackline software (all accounting in PeopleSoft has been completed in US GAAP).

Mar 2010 to **THE GLOBAL DRAW Ltd**

Aug 2012 *Part of Scientific Games Inc of Atlanta USA; gaming industry t/o £53.5m; gaming machines into Betting shops (66% of UK total) 2nd largest in world.*

**Interim Financial Controller**

Reporting to the FD.

Brought into the company to provide stability following the sudden departure of the Financial Controller.

Requested to stay by the Global Head of HR, following appointment of the new FC, to address a range of ‘people cost’ issues. In addition, I completed the following: UK Statutory Accounts and UK Tax pack for the auditors, along with the Year-End file and all associated schedules and working papers; the Tax pack under US GAAP rules for the Global head of Tax; analysis of P&L accounts on a monthly basis that assist the budget and Year End process; preparation of monthly reporting packs prior to submission to SG Corp, along with associated variance analysis; analysis of salaries against budget, by cost centre, and on a person-by-person basis for inclusion in the monthly management accounts pack, plus KPIs for Operations, used as a budget tool; drafted procedures for work and processes, where necessary, especially in the light of the Finance Department’s relocation to Manchester.

**Pre 2010**

A series of progressive, permanent roles, including Financial Accountant within a subsidiary of the Phoenix Timber Group which led to promotion to Group Accountant, reporting to the Group Financial Director assisting on a range of items including production of half yearly draft statutory accounts. Took on additional projects such as installing a CRBFL reporting format for the Holding Company and was selected to take over and manage the Group fleet management department. This led to a role with Accord Jarvis Ltd as Financial Controller & Company Secretary reporting to the Chairman of the Board and attending Board meetings. This demanding role encompassed management accounts, salaries, pensions, P11ds, assessing credit ratings, invoicing, credit control, managing the balance sheet, producing financial accounts for auditors, audits, IT security, insurance and parallel projects to reduce costs. Following this, provided a Financial Controller function for Juvo Ltd a career management, HR and recruitment company and advised on new contract start up during first to third party transition.

This firm base in finance allowed me to move into specialist interim management roles including CAXTONfx as an Interim Financial Controller reporting to the FD, introducing a range of detailed measures to increase the effectiveness and stability of the Back Office; Zenith Hygiene Group plc, reporting to the Group Financial Controller, leading a small specialist team and covering payroll; Bay Restaurant Group, as Interim Financial Accountant finalising accounts following a significant take-over including Statement of Affairs for the companies that went into Administration; Quadriga Ltd as Interim Financial Controller completing KPMG tax packs for the March 2007 UK Statutory Accounts; Amey Group as Group Accountant, ensuring monthly Divisional reporting packs are submitted in line with timetable and producing Consolidated pack for the Board. PRICEWATERHOUSECOOPERS, investigating forecast variances in an operational hub for EDS Ltd; The Wilky Group, supporting the MD to implement improved control and other significant corporate interventions.

**Continuous Professional Development**

In addition to keeping up with professional finance standards, I have invested in my personal professional development using an executive coach, Kim Wain, of Isca Europe Limited.

**Systems Experience**

A range of standard and custom-built packages including: Sage 50, Sage200, Navision, SAP, PeopleSoft, Oracle, CODA, Cognos, HFM, JD Edwards, LN and Multisoft. Most recently implementing and using Microsoft Dynamics 365 and using Microsoft Dynamics (Great Plains) ERP software.

**Additional Information**

Professional: Chartered Accountant (1980), Articles with H A Merchant and Co.

School: School, Haberdashers' Aske's, Elstree.

Nationality: British.