

# CHARLES SYKES • CHIEF FINANCIAL OFFICER

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## FINANCE VISIONARY | CORPORATE STRATEGIST | CHANGE LEADER

Financial authority with 2 decades of success in the growth, control and restructure of publicly listed market leaders with turnovers of up to \$450M. Transforms culture, drives M&A and guarantees economic resilience of global enterprises in services and industry, across multiple business units and jurisdictions. Headline successes:

- ➔ **Trebled Peppermint Group returns;** generated \$85M to fund international advancement into key markets.
- ➔ **Realized unprecedented annual profits of >\$50M;** gave structure and direction to failing ventures.
- ➔ **Eradicated \$MM waste within 3 major conglomerates;** imposed rigorous control framework and cut costs.

## EXECUTIVE EXPERTISE

Global Strategy • Finance Leadership • M&A • Restructure • Divestiture • Funding • System Optimization  
Risk Management & Control Frameworks • Transformational Change • Cash Flow Maximization

## CAREER SNAPSHOT

Chief Financial Officer, Europe | Peppermint Group Plc | Pittsburgh, PA | 2009 – Date

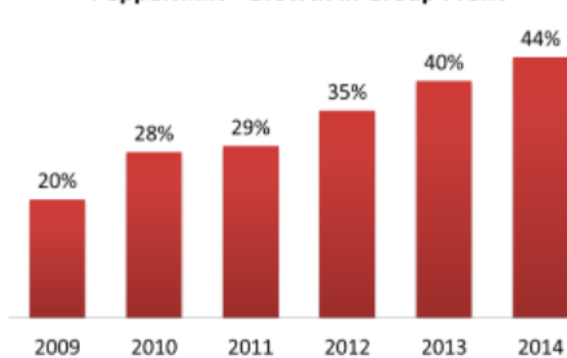
*Fortune 500 airline services corporation and global leader; 3200 staff and an annual turnover of \$450M*

Hand-picked by CEO to raise thriving enterprise to the next level. Took full control of 360 finance personnel and 8 subsidiaries, all directed from Pittsburgh HQ. Delivered 20-44% year-on-year exponential profit rise over 6 years; established efficiency, clarity and control across the group.

### ➔ **Spearheaded aggressive growth; recapitalized to finance European acquisitions.**

- ❖ Achieved immediate market-dominant position in Europe with \$32M purchase of principal competitor.
- ❖ Negotiated and completed takeover of \$15M Portuguese freight operation, aligned to core global strategy.
- ❖ Recouped \$11M additional capital finance; restructured and closed loss-making Belgian entity.
- ❖ Acquired \$27M; tactically divested underperforming units and led tough bank negotiations.

Peppermint - Growth in Group Profit



### ➔ **Revolutionized cross-functional systems, including integration of global technology on Hyperion platform.**

- ❖ Shrank North American headcount by a fifth and heightened productivity by 24%; launched new technologies and realigned with strategic partners.
- ❖ Pruned month close from 24 days to 8; initiated standardized IFRS reporting and consolidated accounts.

### ➔ **Slashed supply chain costs by 35%; condensed supplier numbers from 850 to less than 500.**

- ❖ Established flexible, cost efficient contracts with key vendors and eradicated wasteful logistics practice.
- ❖ Renewed global agribusiness preferred supplier list for highest quality food products.

### ➔ **Clawed back \$30M in unrecovered debt through restructure of Malaysian enterprise.**

- ❖ Nullified monthly loss of \$185K; introduced precisely controlled processes for largest customer.
- ❖ Exited Financial Controller and 8 finance personnel; appointed local project team.

Chief Financial Officer | GEM Group | Albany, NY | 2004 – 2009

*Integrated international electronics firm with 6 subsidiaries; 900 staff and an annual turnover of \$240M.*

Steered corporate transformation that rescued GEM from near bankruptcy to financial stability. Delivered positive EBITDA growth of 20% and profits of \$30-50M per annum over 5 years. Instituted stringent controls, eliminated fraud and radically streamlined middle management; discharged 7 out of 18 divisional heads.

→ **Tripled annual turnover from \$80M to \$240M and returned group to profitability.**

- ◇ Negotiated 20% haircut with banks to generate working capital of \$10M; raised further \$100M additional funds on preferential terms.
- ◇ Achieved closure of business-critical deals with 4 major clients, worth \$240M, realizing 160% uplift in key account earnings.

→ **Reduced production costs in electrical components by 18%.**

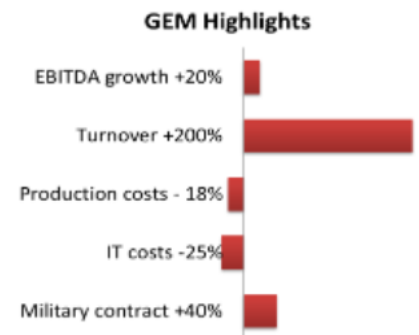
- ◇ Centralized purchasing and deferred supplier payments by 60 days.

→ **Saved \$1.6M; rationalized technology services from the ground-up.**

- ◇ Severed unreliable vendor agreements and hired 40 IT contractors to develop innovative software; closed insolvent distribution center.

→ **Expanded military contract by 40% to \$80M; drove tough negotiations with Economic Planning Unit.**

- ◇ Secured 30% price increase through formation of joint venture with rival firm.



Financial Controller, Asia Pacific | Upton Holdings | Dallas, TX | 2000 – 2004

*International mining, industrials and manufacturing organization; 250 staff and an annual turnover of \$26M.*

Headhunted to redress systemic issues with negative balance sheet; rapidly regained control of entire operation, including 3 factories. Boosted efficiency and slashed \$1.6M costs through end-to-end overhaul and top-down staff restructure. Sold off non-essential assets to raise additional \$4.4M, and revived struggling enterprise.

→ **Accomplished 5-fold income rise in 12 months.**

- ◇ Seized firm hold of manufacturing plant; transformed financial position, restored morale and doubled production.
- ◇ Increased profit margin by 12%; halted wasteful and corrupt practices, including inflated vendor payments.

## EARLIER CAREER

### Corporate Strategist | Pfizer | 1996 – 2000

- **Eliminated £3M annual overspend;** implemented ground-breaking change to customer compensation policy.

### Audit Senior | PwC | 1991 – 1995

- **Won 'Auditor of the Year'** within first 12 months.

## EDUCATION • QUALIFICATIONS • MEMBERSHIPS

CPA, American Institute of Certified Public Accountants (AICPA)

CIMA (ACMA, CGMA), Chartered Institute of Management Accountants, USA

Master of Science, Finance, The University of Chicago Booth School of Business, Chicago

Bachelor of Science, Accounting and Finance, University of California, Berkeley

## Resume Strategy

Charles came to me in May 2015, ready for a change after 6 years with Peppermint. He had been tacking things on to the end of his old resume for many years. The document was much too long and lacked a holistic strategy.

Charles is a very straight-forward and direct individual – he was clear on the results that he wanted and he is straight to the point. This attitude has also been reflected throughout his career – he gets in there and gets the job done. We agreed to create a resume that would do the same – reflect his personality and focus on results.

I produced a well-defined and contemporary, results-focused resume with a definite business case running front to back: from the initial showcase through every role. The resume has been written to reflect the genuine value he brings to his future employer in terms of business turnaround, revenue growth, cutting costs and implementing control structures. With the right questioning, Charles provided a range of quantifiable achievements. I focused on those that were relevant to his CFO target role and eradicated any that wouldn't back up our business case.

Charles is a staunch patriot and loved the idea of a red, white and blue color scheme - this has been maintained as his branding throughout the resume, along with clean, modern lines and plenty of white space.

Charles was delighted with his resume, which he only received last week, and is speaking to headhunters at the moment. Feedback so far has been excellent ... watch this space...