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## Objective

Provide strategic leadership and transformation planning & execution to the business globally and locally. Project lead for design and deployment. I specialize in steering complex organization and system transformations. My approach blends analytical acumen with commitment to people development, bridging the gaps between technology, strategy and human capital.

## SKILLS & ABILITIES

With hands-on experience across multiple sectors and domain (finance, procurement, R&D, operations), I can manage scaling teams and fostering innovation, underpinned by a strong background in stakeholder engagement and enterprise-wide process improvement and risk management.

### Experience

#### *2016-2026 ARM, Budapest*

Senior director of People Analytics (2021-2026)

Senior Director of Business Planning (2018-2021)

Director of Business operations (2016-2018)

Managing Director Arm Hungary (2016-2026)

#### *2006-2016 Roche, Budapest*

General Accounting Manager / Finance and Accounting director / Procure to Pay director

Strategic Project Director (global transformation)

FI-CO regional process owner, FI and CO Regional master data owner,

SAP Business Implementation lead, SAP Community lead (across Finance, HCM and Supply chain)

*2004-2006 / Finance team lead at Genpact*

*1999-2004/ Alitalia – (GSK Computer Ltd)- Accounting supervisor*

## Detailed Experiences

### Senior Director of People Analytics

Since 2021, I have redefined People Analytics at Arm, **shifting from transactional reporting to strategic insights with** consistent KPIs for executive and board reporting. **I led Project Nebula** to overhaul data strategy and reporting platforms, from raw data layer of SAP **SuccessFactors / iCIMS to Microsoft Azure storage to land reporting in PowerBI & subsequent system** integrations. Managed a project team of 30+ professionals across multiple domains to deliver a cohesive reporting and insight platform (delivered 100+ reports and insights in an automated manner to 500+ users across the entire company).

- Represent people domain in Enterprise Data strategy project as data owners.

### Senior Director of business planning (2016-2021)

- **Key tasks:** covering business needs with analytics, data, strategic insights on financials (revenue/ cost/capex), balanced scorecards, people, engineering project delivery, identifying issues, risks, dependencies, quality failures and action items.
- Supported resolution of audit findings with automation, process documentation, SharePoint implementations.
- **Led workforce planning system and process design and deployment globally for all engineering teams.** (Multiple business units, stakeholder management, system selection, configuration and deployment).
- Supported leadership teams in System and Software group, CE and IPG in various business planning activities such redefinition of
  - Vision, Mission, Strategy,
  - Key Results and Objectives.

Managed financials and budget, including test chip planning and delivery. The size of supported business units was about 600 to 4000 employees on a total budget of 150-200 million GBP annually.

Improved, harmonized, and simplified the management system, intranet, operational policies, and procedures. Updated document handling systems in SharePoint, JIRA, Intranet. Removed duplications and unnecessary layers achieving efficiency and speed. Simplified and streamlined risk management, business continuity management processes.

**Managed major restructuring for Central Engineering to** achieve a global cost saving of 3%.

Participated in several **transformation projects**:

- **Finance Transformation**: transferring financial activities from operations to finance
- **Global Ariba** procurement deployment.
- **Organizing for Growth** – redefining operations key activities and focus areas. Supported the management to reorganizing Engineering teams to better performance (financial or otherwise).

**Arm Hungary achievements: (since 2016 till day)**

- Strategic oversight of Hungarian entity:
- **Executive leadership and strategic growth**: I have led Arm Hungary as Managing Director since 2016, growing the engineering workforce from 35 to 200 employees and expanding corporate functions within an R&D center set up.
- I also manage external communications, talent attraction activities and represent local forums and CSR activities.
- Lead Women@Arm Hungary employee resource group and supported various charity and team ARM activities.
- **Award winning achievements**:
- **In 2021 -Won R&D Investment Award of the Year in Hungary**
- Won "**Best Employer Award**" with Arm Hungary
- Managed **COVID** response plan and major restructuring projects as well.
- Implemented local functions and changes in operating model in IT, Finance, HR, Talent Acquisition practices to enable business growth. Including local deployment of SAP, ARIBA, ticketing systems as part of global roll outs.

## **Roche, Budapest**

- Multiple positions in **finance functions and procure to pay** functions (heading the functions of Accounts Payable, Receivable, Treasury, Cost and Manufacturing Controlling, Closing and Reporting, Fixed Asset management and Insights, master data, procure to pay global ops, SAP deployments)
- Represent the SSC in transformation and deployment projects
- Leading the Regional CoE of SAP Finance and Procurement Implementations. (SAP Forward, SAP Forward 2, Forward@CEMAI, Forward Faster-using Lean method for continuous improvement, Project Harmony,)
- Onboarding all European and CEMAI countries to Forward SAP suite on FI/CO/P2P/AR/TR and to the SSC concept. (100+ countries)
- Building up service scope and SLAs for Pharma, Dia and Diabetes care business unites.
- My team scaled up from 0 to 200+ organization over 5 years and delivered significant cost saving and service level improvement over the years to the Roche group.
- Provided leadership to the organization, continuously developing the next generation of leads, managing training curriculums to ever-changing needs, covering the people agenda from recruit to retain.
- Worked as a **strategic project director** to define and implement SSC-outsourcing strategy, including systemization, service scope and tool as well as location strategy

## **Genpact, Budapest- Finance team leader/ manager**

- October 2004- September 2006
- Build up the SSC team in Accounts receivable, General ledger/ closing, fixed asset management for a 1st 3rd party customer (Steelcase) as first external client delivery, worked with IT/ Sales and marketing to replicate client success for future customers.
- Worked with Quality team closely to implement process improvements and consistent metrics around service delivery using Lean and Six Sigma methodologies.

## **Alitalia (GSK computer ltd) – Budapest**

- 1999-2004

Accounting supervisor and head of sales analytics team for Europe Africa, USA, Canada, Middle East (team of 25)

- **Education &Certificates**

- ARM - leading across boundaries,
- Harvard Business School Leadership program
- Kurt Academy: AGILE LEADERSHIP
- Roche- DIPLOMA IN ACCOUNTING (CUSTOMIZED IFRS TRAINING)
- International Business School- BANK & TREASURY
- College of Szolnok, Business Administration- ECONOMIST, SPECIALIZED IN FOREIGN TRADE
- PROSCI - CERTIFIED CHANGE MANAGER

- **LEADERSHIP/ CSR**

- I volunteered to lead Women@Arm in Hungary part of it is to provide mentorship for women in mid careers and setting a company culture which is inclusive and supportive for all. This activity is part of Arm`s diversity, equity, and inclusivity strategy.