

TETIANA BONDARENKO

Born: February 16, 1967

E-mail: tbo2067@gmail.com

address: 8 Easebourne Street, Easebourne, Midhurst, West Sussex, GU29 0AL
Mobile Telephone, Viber, WhatsApp +447877886108; +38050 547 84 39



Work Experience		Location
	Tetiana Bondarenko, 55, has more than 30 years of banking and financial sector consulting experience under different projects executed by leading European and Ukrainian companies.	England Midhurst
April 2021 – Present (remotely)	Terra Food Dairy Group, biggest dairy producer in Ukraine. http://terrafood.ua	Kyiv Ukraine
	Position: Head of Budgeting and management reporting Division. Responsibilities: <ul style="list-style-type: none">• Responsible for Budget and Forecast: Actual Balance sheet, P&L and Cash flow control vs Budget/Forecast.• Analysis of the Group P&L. Weekly and monthly reporting, Business review presentation.• Project initiation on Qlik BI implementation for primary and secondary sales analysis.• Development and implementation P&L of Distributors, analysis and control of secondary sales.• Analysis of sales channel of Key customers: discounts, retro bonuses, margin by products and customer segments, etc.• Responsible for the implementation and compliance of accounting policies on management accounting and cost control.• Ensuring compliance with management accounting standards and procedures governing the budget process, methodology and reporting deadlines.• Team leader in management reporting automation projects. Development of web application to the operational and financial data (BI - system).• Monitoring the implementation and control of CAPEX and OPEX.• Development of accounting documents, regulations, instructions and policies.• Introduction of control over procurement, implementation payment calendar.• Ensure work to improve the justification of plans, comprehensive economic analysis of all activities of structural units of the Group and timely development of measures for efficient use of capital investments, material, labor and financial resources, accelerate productivity growth, reduce production costs, increase profitability, increase return on assets and profits, eliminate losses and irrational costs.	
September 2015 – February 2021	Group of companies “Allseeds”, Procurement, crushing and Trading (located in Kyiv and Geneva) http://allseeds.com/en	Kyiv Ukraine

	<p>Position: Vice CFO: Projects management, Budgeting and management reporting division.</p> <p><i>Responsibilities:</i></p> <ul style="list-style-type: none"> • Project management of new software implementation, automatization of the company's core business processes. Organization of permanent systems support and improvement of business processes within the group. • Implemented consolidated IC system for all companies of the group. • Implemented module of transformation into IFRS reporting. • Implemented bilingual IC BIT for non-residents companies for trading activities. • Implemented consolidation procedure of IFRS reports for resident and non- resident companies. • Implemented IC Doc Flow and integrated with core system. • Implemented Autotrans operational and local accounting system. • Implemented operational IC modules for particular business areas of the group • Management in support and maintenance of core systems, cross-functional support of users. • Identification of data sources, creation of normalized structured database and setting up procedures for filling them in. Data quality control. • Operational and management reporting structuring and development for all levels of management using Core systems reporting tools and Qlik. Initiated the use of the Qlik toolkit (View and Sense) for operational and management reporting. Project management from the start to the final stage of sending reports to all levels of management. The project is constantly evolving. • Preparing regulatory policies for management accounting, reporting structure and intercompany margins elimination for consolidation purposes. • Handling Management accounting, analysis, cost control, actual financial result and forecast of the group as well as every single company. • Unification of methods and criteria for assessing group activities. • Preparing presentations for the Supervisory Board meetings. Market overview, operational and financial results. Business lines KPIs. 	
<p>August 2009 – September 2015</p>	<p>JSC “Piraeus bank ICB” https://www.piraeusbank.ua/ua/about_bank.html</p>	<p>Kyiv Ukraine</p>
<p>August 2009 – January 2010</p>	<p>Position: Area manager – Kyiv region</p> <ul style="list-style-type: none"> • Responsibility for fulfillment of business objectives and plans of Kyiv region. • Coordination between Kyiv region Branches and Head office with the aim to improve service quality and efficiency of Kyiv branches network. • Monitoring and control of budget achievements by Kyiv Branches and improvement of remuneration processes and procedure (KPIs). • Responsibility for personnel selection for the Branches, professional team establishment and its’ effective and concerted work assurance as well as maintenance of high level of corporate culture. • Responsibility for coordination of new branches opening and establishment of all necessary factors for its’ successful activity. 	
<p>February 2010 September 2015</p>	<p>Position: Head of Management accounting Division</p> <ul style="list-style-type: none"> • Project management from bank side of Management Information system parametrization, development and implementation. • Implementation, maintenance and monitoring of management information system (ISMA module) for the bank steering and control of budget. • Data quality management in the core system as well as in ISMA. • Monitoring daily results and monthly plan-actual analysis. • Responsibility for establishment of management reports set and regular control of its quality, necessity and actuality. • Initiated a project to use Qlik tool: <ul style="list-style-type: none"> • Management reporting to the Head office (Greece) in requested format; • Development and implementation of Branches, customers and products profitability system and procedures; • Implementation of Transfer Pricing calculation methodology and incorporation into the system. Creation management reports in Qlik on customers, products and branches profitability with contribution margin results and cost allocation procedure; • Management reporting (profitability of products and business lines) and operational reporting (analysis of the customer segments and theirs activity, the impact of marketing programs, the popularity of certain products, etc.); • Monthly reporting to the Management Board for making precise management decisions. 	

April 2001- August 2009	JSC OTP Bank (before acquisition Raiffeisen Bank Ukraine) https://ru.otpbank.com.ua	Kyiv Ukraine
September 2005 – August 2009	Position: Head of Rusanivsky Branch <ul style="list-style-type: none"> • Responsibility for timely profitability achievements and its' maintaining in future, timely fulfillment of brake even point and investments repayment. • Responsibility for current and strategic plans achievements by the Branch. • Making a control on a high quality services provided to the customers; implementation and permanent supervision of Service Standards observance by Branch employees. • Streamline of selling process implementing of standard products elaborated by the Head office. • Responsibility for personnel selection for the Branch, professional team establishment and its' effective and concerted work assurance as well as maintenance of high level of corporate culture and positive working environment in the group. • Defining of Job descriptions of Branch employees in coordination with Management Board of the Bank and making control that job descriptions are within the corporate rules regarding confidential information and business security. • Responsibility for the Bank relationships establishment with local regulatory body, supervisory body, NBU and tax inspection in particular, with the goal that legislation and regulatory norms established by the governmental body observed. • Responsibility for protection of commercial and banking secrets, abidance of internal rules and security rules in the Branch. • Responsibility for money and material values defenses in the Branch Achievements: from date of Branch opening (19 th of October, 2005) loan portfolio raised up to 200 mio UAH, number of customers about 4000. Branch has achieved its' Break Even Point in four months from opening date.	
April 2001- September 2002 October 2002- August 2005	Financial controller (Raiffeisen Bank Ukraine) https://www.aval.ua/about/info Position: Head of Financial Controlling division <ul style="list-style-type: none"> • Responsibility for personnel selection, professional team establishment and its' effective and concerted work assurance. • Responsibility for IFRS transformation and reporting and its audit approach. • Responsibility for the formulation of the Banks' annual and 5years budget. • Preparation of all kind of Head office reporting – quality control review and confirmation that such reports show true and accurate figures. Enhancing the advisory financial controlling role and assist other departments as and where necessary. Comments to the reports for Board members and Supervisory Board members. • Monitoring monthly results vs budget and goals especially in respect to performance and budget comparisons, and regularly reporting to General Management on profit and loss, general expenses, cost issues, major deviations or lack of following policies or procedures imposed on or affecting the Bank. • Implementation, maintenance and monitoring of management information system (Global group tool CS4++) for the bank steering and control of budget. • Project initiation and management for Budgeting system development on Oracle platform (outsource company development from scratch) and its successful implementation. Organization throughout the RBUA network of Budget process in respect of worked out internal procedure and budgeting regulation. • Achievements: implemented Budgeting system and budgeting process in 8 months from project starting. 	
June 1996 – March 2001	Bank Societe Generale Ukraine (left the market in 2001) https://www.societegenerale.com/?fbclid=IwAR2tyAPhTqglfcCOTzu-nWhDsSgAtLfBU pGePwFsvX8RaKhQd24pVHLfSA	Kyiv Ukraine
October 1998 – March 2001	Position: Internal auditor Responsibilities: <ul style="list-style-type: none"> • Identification / Assessment of operational and financial risks • Development of audit procedures to control identified operational and financial risks • Preparation and maintenance of Audit Plan • Execution / Supervision of annual and monthly Audit Plan • Performance of upon request missions forwarded by Chief Executive Officer • Look after proper application of departmental procedures • Ensure the quality of accounting information (Balance sheet, profit and loss account) and related activities (H/O reporting, budget...) • Follow up proper accomplishment of recommendations generated by Internal and External Auditors and prudential institutions. • Control the adherence to directives, internal (SG, local) and external (legal and statutory rules) and security measures. 	

July – October 1998	Position: Legal department manager	
June 1996 – July 1998	Position: Organization, methods and procedures <ul style="list-style-type: none"> Working out the procedures and instructions for different products. Taking part of Recovery Plan working out and implementation. Control of Bank payments and follow up of records in the accounting. Supervision of expenses. Follow up of representative office activity (accounting records, reporting to the State authorities, audit, ect.,). By Management order to solve different organization question. Supervision of Logistic department. 	
1995 - 1996	Arthur Andersen (Kyiv) Co., Ltd., Audit & Business advisory department	Kyiv Ukraine
September 1995 June 1996	<p>Experienced staff assistant</p> <ul style="list-style-type: none"> Statutory and international auditing for manufacturing companies, restatement of financial statements from Ukrainian to international accounting standards (balance sheet, income statement, cash flows statement, and notes to the Financial Statements) performed various audit tests for balance sheet and income statement items. <p>Staff auditor</p> <ul style="list-style-type: none"> Statutory accounting (with tax consulting) and reporting, preparation of financial statements for statutory purposes, auditing of manufacturing companies. 	
January 1995 -August 1995		
1984-1993	State Agrarian University (formerly, Ukrainian Agricultural Academy).	Kyiv Ukraine
1993	Assistant, World agriculture and foreign economic relations chair <ul style="list-style-type: none"> Prepared the courses on international marketing. 	
1991-1993	Assistant to the Rector	
1984-1991	Inspector, Control and Documentation. <ul style="list-style-type: none"> Initiated development and implementation of computer programmer “Automatic system of office operation control”. Kept the minutes of meetings and business conferences, and supervised the implementation of resolutions using computer programmer. Organized meetings, congresses, sessions and work with foreign delegations. 	
Education:		
1994	International Management Institute MBA Program. Master of Business Administration. Graduate level training in Marketing, Management, Finance, Accounting, Economics, International & Ukrainian Business. Received experience in business communication and marketing research. Prepared consulting project for “Daniel Doyen Battery” Belgium company.	Kyiv Ukraine
1984-1989	Ukrainian Agricultural Academy (by correspondents). Received degree through correspondence study in Economy and accountant in agriculture.	Kyiv Ukraine
Skills	Different computer software, banking Core systems. Microsoft office applications, advanced Excel user Language proficiency: Ukrainian-native speaker, Russian - native speaker, English- fluent, Polish and Spanish beginner.	
Interests	Tennis, swimming, reading, traveling.	
Marital status	Married, <i>Children:</i> daughter 20 years old (study in Poland) and son 13 years old (lives in England).	