

PAWAN VARSHNEY

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I am a result-oriented finance professional, with entrepreneurial mindset, offering over 24 years of wealth of expertise in:

- Robust financial reporting for internal and external stakeholders
- End to end statutory compliance, transfer pricing, income tax and indirect taxes management
- Financial decision-making process through data analysis and SWOT analysis
- Managing stressed assets
- Building high performance teams
- Developing and implementing financial & operational controls
- Formulating cost-effective financial processes and automation of processes
- Conducting in a high degree of ethics and integrity

"I have worked with Pawan since 2015 on all aspects of finance and tax issues in India. He consistently provides professional communication and balanced business solutions. He is very dedicated and hardworking. His attention to detail and his timely follow-up is greatly appreciated. His depth of knowledge across Finance and Tax is widely recognized and respected. Pawan has shown great leadership steering company operations through the recent GST implementation, several business system transformations, and numerous technical legal and tax issues."

❖ Patrick McWilliams, Former Tax Leader for Gap Inc., USA

COMPETENCIES

- **Entrepreneurial:** Strategic Planning & Leadership, Critical thinking, Decision-Making, Team Building
- **Financial:** Financial Control and Reporting, Cost-Optimisation, Budget, Financial Planning and Analysis, Tax & Treasury Management, Merger and Acquisitions, Borrowings, Compliance Management, Systems Improvement

EXPERIENCE

Techno Design GmbH, Gurugram, India

Dec'19 – Mar'22

Chief Finance Officer

Team Size (18, Direct: 4)

- Spearheaded finance for a B2B engaged, in apparel, footwear and home products business, spread over Europe, USA and Asia
- Rolled out Factoring platform of BNP Paribas and HSBC for major customers (Yield of US\$ 0.5 Million)
- Streamlined receivables cycle resulting into reduced average collection period to 28 days from 65 days
- Brought down finance cost to 0.25% from 1.50% of top line (Yield of US\$ 0.2 Million)
- Initiated multiple quick win initiatives on simplification and productivity (Yield of US\$ 0.6 Million)
- Implemented robust financial controls like Internal Control over Financial Reporting (ICOFR) framework, Delegation of Authority (DOA)
- Set up a centralized Finance Service Centre in India, serving all geographies
- Resolved Tax Litigations (Yield US\$ 0.3 Million per annum)
- Steered acquisition of sourcing business of S Oliver (US\$ 25 Million)
- Rolled out SAP HANA (ERP application), Led HR, Logistics and Administration on strategic initiatives

Gap Inc., New Delhi, India	Mar'09 – Dec'18
Financial Controller & Company Secretary	Team Size (14, Direct: 4)
<ul style="list-style-type: none"> Led finance function of 7 countries with business close to the tune of US \$ 1.7 Billion Recovered long pending refund of Service Tax to the tune of INR 70 Million Gained export incentive to the tune of INR 90 Million Managed Transfer Pricing litigations of high magnitude (~ INR 10 Billion) and diverse income tax, service tax assessments seamlessly Led end-to-end Financial Reporting based on IFRS & US GAAP and reduced closing time to 7 days from 15 days Rolled out Goods and Service Tax with required system set up in Oracle Rolled out Supply Chain Finance program with Deutsch Bank Rolled out Host to Host (H2H) banking platform with Citibank Rolled out Internal Control over Financial Reporting (ICOFR) framework Rolled out Robotic Process Automation (RPA) for accounts payable 	
Oberoi Hotels and Resorts, New Delhi, India	Mar'06 – Feb'09
Financial Controller	Team Size (12, Direct: 4)
<ul style="list-style-type: none"> Steered IT enablement of Food & Beverage controls resulting into reduced food cost @ 18% from 25% of Sales Prepared and presented Concept Paper on convergence of financial reporting as per IFRS 	
NTPC Limited, Noida, India	Oct'98 – Feb'06
Senior Finance Officer	Team Size (4, Direct: 4)
<ul style="list-style-type: none"> Implemented Accounting Standards, IT enabled processes, rolled out 5 S in finance organization Translated Financial Statements as per US GAAP and prepared Concept Paper for ERP implementation Participated in IPO in 2004 as an additional project 	

EDUCATION

Limited Insolvency Examination (Insolvency and Bankruptcy Code, 2016)	Mar'2023
Insolvency and Bankruptcy Board of India	New Delhi
IFRS Certification	Jan'2011
The Institute of Chartered Accountants of India	New Delhi
Company Secretary	Dec'2000
The Institute of Company Secretaries of India	New Delhi
Chartered Accountant	Nov' 1997
The Institute of Chartered Accountants of India	New Delhi
B. Com. (Honours)	Aug'1994
Aligarh Muslim University	Aligarh

ADDITIONAL INFORMATION

- Awarded for "Best Paper on Direct Tax Code" by ICSI
- Received 5 Exceed Awards from Gap Inc.
- Taught financial management at IGNOU centres for MBA students
- Recognized as Most Versatile Leader in Techno Design
- Participated in National Conference on International Financial Reporting Standards" organized by ICAI, Conference on US GAAP and Listing by All India Chartered Accountants' society, New Companies Legislation by FICCI
- Attended Courageous Conversations by a leading motivational guru