

Ofer Ben Dor - CPA (Isr.), L.L.M.

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- **CFO, experienced in management of all aspects of financial operations in Global / US owned Hi-Tech, SaaS, Start-up and Pharmaceutical companies.**
- **Skilled in managing tax and budgeting processes, preparing and submitting financial statements in compliance with US / Israeli GAAP, IFRS and SOX.**
- **Prepare analysis and reports for Board of Directors, SaaS KPI's analysis, oversee AR, AP, Procurement and Cash Flow monitoring, as well as HR and infrastructure management.**
- **Ability to work independently, under pressure, leading, mentoring and motivating professional teams.**

Professional Experience:

2018- Present: **CFO | Panoply Ltd/SQream Technologies Ltd.** <https://panoply.io/> a leading Global SaaS Company, providing an end-to-end data management and smart cloud data warehouse platform.

- **Responsible for all aspects of financial activities under US / Israeli GAAP**
 - Accounting Operations Management. Policy, Procedure & Controls Development and Strategic Financial Planning & Analysis.
 - **SaaS KPI's analysis** (CAC, LTV, Churn Rate), Private Equity Capitalization Acquisition & Integration Management. Fund raising support.
 - Systems Development, Resource Allocation and Talent recruitment and retention.
 - Budget management and control, Cash Flow, Forecasting, procurement, payroll, and Transfer Price.
 - AR Managing and Collection, Contracts Negotiation, Assets management and business planning.

2016-2017: **Director of Finance | AstraZeneca Israel Ltd.** <https://www.astrazeneca.com/> (NYSE: AZN) A fully owned AstraZeneca PLC subsidiary, (100 Employees), a global Science-Led, biopharmaceutical company.

- **Responsible for all aspects of financial activities of the Israeli subsidiary under US / Israeli GAAP and in compliance with SOX regulations.**
- **Responsibilities include:**
 - Management, supervision and professional mentoring of the accounting team.
 - **Budget management and control**, monitoring cash flow, forecasting, vendor payments, payroll, inventory and Transfer Price.
 - Compiling and submission of monthly/quarterly/annual financial statements, **Tax and Statutory reports.**
 - **AR Managing and Collection**, internal audit controls and ERP monthly closing.
 - Handling R&D cross charge reimbursements, intercompany reconciliation, **bank activities** and health funds reconciliation.
 - **Negotiating contracts and agreements**, handling Employee Compensation Plans (stock options and Bonuses) and legal activity in collaboration with Company legal counsel.
- **Lead the implementation of new processes, best practice and upgrade of the financial system**

2015-2016: **CPA - Self Employed**

- Financial consulting and accounting services to various companies (Pharma, Real Estate and Other)

2009-2014: **Director of Finance | Finisar Israel Ltd.** <http://www.finisar.com/> (NASDAQ: FNSR)

A fully owned Finisar Corporation subsidiary, (370 employees) develops, manufactures and sells fibre optics components & subsystems and has a leading R&D Center. Corporate HQ in Sunnyvale, CA

- **Director of Finance** reporting to the CFO (US HQ), and to the GM (Isr.) **Member of Management** and co-signatory rights holder.
- **Responsible for all financial activities** of the Israeli subsidiary under **US / Israeli GAAP and in compliance with SOX regulations.**
- **Budget planning, management and control**, monitoring cash flow, forecasting, vendor payments, payroll, inventory and costing

- **Negotiating contracts and agreements**, handling Employee Compensation Plans (ESO, ESPP etc.) and legal activity in collaboration with Company legal counsel.
- **In charge of the financial systems (Oracle ERP)**, updates and adjustments, monthly closing, internal audit controls, AP, AR, FA, PUR and GL.
- **AR Managing and Collection** including revenue recognition, cost plus calculations and reporting to the IIA.
- **Plan & implement migration into a newly acquired organizational financial platform and systems**
- **Planning and execution of a Cost Reduction plan**
- Engaged in ongoing interaction with Finisar subsidiaries and Management, worldwide.

2006-2008: **Controller | NUR Macroprinters Ltd. (Acquired by HP Israel during 2008)**

Manufacturer of digital presses. with subsidiaries around the world (US\$80M annual revenues) traded on NYSE

- Chief Controller of the Israeli HQs which included manufacturing facilities, R&D, inventory managing and divisional sales, lead the accounting department, working under US GAAP and Israeli GAAP
- Performed financial statement closings, COGS analysis and intercompany balances reconciliation, reports to local authorities: tax (including tax and VAT returns), social security, employee withholding
- Assist in Preparing F-20 Form and other required SEC submissions
- Completed revenue-recognition and other financial analyses; global inventory provision management
- Submitted reports to the IIA, the Israeli Investment Center, the Bank of Israel, and the Israeli CBS.
- Improve and establish effective coordination & interface with all departments within the organization.

2005-2006: **Senior - Audit Department | DELOITTE (Israel) Brightman Almagor Zohar CPA**

- Manager of the Audit Team and Clients coordinator for leading Israeli public and private companies under US and Israeli GAAP.
- Manage due diligence processes and financial analyses for leading companies.

2001-2005: **Manager, Audit Department | Haikin, Cohen, Rubin & Gilboa CPA**

- Responsible for internal auditing, planning and submitting financial statements and tax returns for Israeli corporations (industry, high-tech, financial services, retail, non-profit, municipal authorities)
- Prepared personal tax returns and net worth statements and represented clients with the Israeli Tax Authorities and Social Security.

Education:

2003-2004: **L.L.M** Bar Ilan University Law School, Ramat Gan, Israel

2003 **Licensed CPA (Israel)**

1997-2001: **B.B. School of Business Management and Accounting**, (including a completion year in Accounting)
College of Management Rishon Lezion, Israel

Computer skills: Proficiency in -

Oracle, SAP, Hyperion, MFG and Priority ERP | Michpal, Hisulit, Ramnihul, Sharoni, Hashavshevet, Kol Natun, Shaam | Internet and MS Office Software

Languages: Hebrew - Mother Tongue | English – very high level

Military Service:

Criminal Investigator & Intelligence Coordinator; Honorary discharge as Staff Sergeant, Military Police Investigations (1993-1996)