

ZAINAB DHEDHI

FCCA, ACA-ICAEW, EMBA-IBA, PMP-USA, CISA-USA and SAP IMPLEMENTATION

FINANCIAL CONTROLLER AND STRATEGIC PLANNING

Accomplished Strategist, Finance and Governance professional and a Certified Director with almost 10 years of experience in P&L leadership. Dedicated to propelling growth by assisting the Chief Finance Officer and Chief Risk Officer (current CEO CDC). Proven expertise in driving efficiency and productivity through the evaluation of financial management systems, implementation of process improvements and business development. Adept at enhancing organizational performance through strategic planning and effective governance practices.

- +1 (224) 598 7090 ■ zainabdhedhi@hotmail.com ■ Chicago, IL, USA
- +92 (331) 2848517 ■ <https://www.linkedin.com/in/zainnabb/> ■ Bahadurabad, Karachi, Pakistan

SKILLS:

- Business/Digital Transformation ➤ Project and Change Management ➤ Financial Analysis/Power BI
- Control and Risk Management ➤ Business Expansion Strategy ➤ Software Implementation
- Budgeting and Forecasting ➤ Data Science /Neuroscience ➤ Supply Chain Management
- Cost Optimization/ Pricing ➤ Marketing Management ➤ Alternative Management

EDUCATION:

- **Executive Masters of Business Administration (EMBA)** - Business Analytics, Project Management and Strategic Negotiation - Institute of Business Administration (**IBA Karachi**), Pakistan – 2023
- **Chartered Accountant Qualified - ICAEW** – Corporate Reporting and Business Management - Institute of Chartered Accountants in England and Wales, United Kingdom – 2023
- **ACCA Qualified (Fellow Member)** – Financial Management, Taxation, Audit and Assurance – The Association of Chartered Certified Accountants, United Kingdom – 2015
- **Bachelors of Science Honors in Applied Accounting** - Oxford Brookes University, United Kingdom – 2014
- **ICAEW Business and Finance Professional (BFP)** - Institute of Chartered Accountants in England and Wales, United Kingdom – 2023
- **Certified Information Systems Auditor (CISA)** – ISACA USA – 2024
- **Certified Director** - ICMA Pakistan - Member of Pakistan Institute of Corporate Governance (PICG) – 2021
- **Project Management Professional (PMP)** – Project Management Institute – 2023
- **Bachelors in Commerce** - DHA College, Pakistan – 2012

KEY ACHIEVEMENTS:

Implemented all modules of SAP in CDC and 4 other Companies with custom reports and layouts	Implemented Enterprise Risk Management (ERM) Framework
10 years Data Migration from ORACLE to SAP Business One	Developed Risk Culture according to COSO Enterprise Framework
Transformed P2P Process by digitization and integration with SAP	Digitized Regulatory Compliance of Quarterly Reconciliations
Automation of Visitor Management Process with improved reporting process	Automation and process improvement of Corporate Affairs Division
Risk Assessment of the business model of Professional Clearing Member – EClear Services Limited .	Backoffice Accounting Software (BOAS) improved and Financial Statement Analysis highlighting key risks

EXPERIENCE:

FINANCIAL CONTROLLER AND STRATEGIC PLANNING

Hybrid



Cordatus Resource Group USA LLC - Shared Services Provider to USA

August 2023 - Present

- Prepare and analyze monthly, quarterly, and annual financial statements, ensuring accuracy and compliance with Generally Accepted **Accounting Principles (GAAP)** or relevant accounting standards;
- Spearheaded initiatives that resulted in a **25% increase in the number of clients** within the first year, contributing to significant revenue growth; Develop and implement global financial strategies to support business objectives;
- Collaborate with senior management to **develop and implement strategic financial plans** aligned with the company's long-term goals;
- Develop and manage the company's budgeting process, including **financial forecasts, variance analysis**, and recommending corrective actions as needed;
- Establish and maintain effective **internal control policies**, procedures, and systems to safeguard company assets and ensure accuracy of financial data;
- Coordinate and oversee **tax planning** and compliance activities, working closely with external auditors and tax advisors to ensure adherence to all tax regulations;
- **Manage cash flow**, monitor banking activities, and optimize cash positions to ensure sufficient funds are available for operational needs;
- Conduct financial analysis, **performance metrics tracking**, and provide insights to **support decision-making by the executive team**;
- Lead and manage the accounting and finance team, providing guidance, training, and support to ensure high performance and adherence to deadlines;
- Coordinate and **manage external audits**, liaise with auditors, and ensure timely completion of audit requirements;
- Continuously evaluate financial processes and systems, **identify areas for improvement**, and implement enhancements to increase efficiency and accuracy.

COUNTRY FINANCE GOVERNANCE (GRC) AND PROJECT MANAGEMENT

Onsite



GlaxoSmithKline PLC, Pakistan

April 2022 - July 2023

- Lead the **Finance Governance & Control** enhancement journey by assessing and monitoring the implementation of relevant Financial Controls Frameworks; specialize in **SAP GRC** to streamline processes, strengthen controls, and minimize potential risks of Pakistan market and report to region;
- Lead, document, and report on risk assessment of the financial processes in respect of materiality, tolerances & risk ratings used for **Group reporting**;
- Work closely with Compliance & Internal Audit Department in relation to all compliance and governance driven activities including **GM Confirmation, SOX Compliance**, Risk Assessment, revision of risk register, control mapping, third party risk management etc.
- Work with process owners to **scope, design, and implement controls** to address key risks by ensuring design adequacy and operating effectiveness of financial controls;
- Develop and implement tools for the efficiency, simplification and standardization of processes and practices;
- **First Line of Defense** - Develop and implement the controls testing process, including conducting reviews and testing of financial controls compliance by process owners along with monitoring and overseeing the remediation of deficiencies / **CAPAs** identified;
- Ensure Audit readiness & coordinate with **internal and external auditors** to ensure the effectiveness of the controls are tested and the resolution of any audit findings;
- Perform **Business Continuity Planning & Testing**, Statutory & Quarterly BOD Submission, Departmental KPI reviews;
- Manage & lead projects and provide overall support to the Finance Director reporting in UK.



CENTRAL DEPOSITORY COMPANY OF PAKISTAN LIMITED

the only share depository Company in Pakistan

Onsite

July 2015 - March 2022

CHIEF INTERNAL AUDITOR AND RISK MANAGEMENT - Naymat Collateral Management (an associate company of CDC Pakistan)

- Successfully developed internal audit charter, audit universe and implemented risk-based audit strategy in accordance with the **IIA standards, guidelines and best practices**;
- Designed and implementing **annual audit plan** based on risk assessment methodology and submitted to audit committee, and reported semi-annually on the status of the audit plan;
- **Planned & supervised** audit engagements, managed audit programs of high-risk areas, reviewed work papers, validating exceptions and the feasibility of suggested resolutions;
- Reviewed quarterly, half-yearly & annual standalone & consolidated results prior to **board approval** and highlighted **significant errors**;
- Coordinated with Finance and Operations team and successfully strengthened controls over collection received from customers and established **credit limits** in terms of days and amount in **SAP**;
- Reviewed final engagement communication and presented **internal audit reports** to the executive management, the audit committee and the board of directors;
- Advice new business opportunities - including new markets, growth areas, trends, customers, partnerships, products and services - or **new ways of reaching existing markets**.

FINANCE AND PROJECT MANAGER – DIGITAL TRANSFORMATION

- Lead the planning, execution, and delivery of **digitalization projects implementation** or upgrade projects, ensuring they align with financial objectives and organizational goals;
- Conduct comprehensive financial analysis to determine **project feasibility**, costs, benefits, and ROI associated with the ERP transformation;
- Evaluate ERP vendors, negotiate contracts, and manage **vendor relationships** to ensure adherence to project requirements and budget constraints;
- Develop and implement **change management strategies** to facilitate smooth transitions and user adoption of the new ERP system across the organization;
- Identify **potential risks** in digitalization and develop strategies to mitigate them, ensuring minimal disruption to financial operations;
- **Communicate project progress**, milestones, and challenges effectively to stakeholders, including finance teams, senior management, and other relevant departments;
- Oversee **data migration, integration, and maintenance** within the ERP system, ensuring data accuracy, security, and compliance;
- Monitor **post-implementation ERP** performance, assess system efficiency, and identify areas for optimization to enhance operational effectiveness;
- Manage **project budgets**, track expenses, and implement **cost-control measures** throughout the ERP implementation lifecycle;
- Drive initiatives for ongoing improvement in ERP processes, workflows, and functionalities, aligning them with evolving business needs and industry best practices.
- Provide ongoing **support to users**, address system-related issues, and conduct additional **training sessions** to enhance user proficiency and efficiency.

REGULATORY COMPLIANCE AND ENTERPRISE RISK MANAGEMENT

- Develop, implement and monitor compliance policies, processes and procedures to cover all aspects of the **Central Depository** regulatory, operational and statutory obligations;
- Coordinate with **SECP for Complaint Management** and report status to the Regulatory Affairs Committee;
- Design and implement **Enterprise Risk Management** processes throughout the organization;
- Identify and evaluate risks which affects the company and suggest mitigating controls to the **Risk Management Committee** as a member;
- Prepare **risk management reports** for Regulatory Affairs Committee;
- Perform **root cause analyses** of internal loss events and assist in developing **remediation plans** to strengthen controls;
- Involve in creating **business continuity plans** to limit risks;
- Assist in **evaluating new product**, functionality and research performed by different sections of the company.



EY FORD RHODES

May - June 2015

GLOBAL COMPLIANCE & REPORTING PROFESSIONAL

- Assist in the execution of service line procedures;

- Analyze evidence, prepare written communications, participate in group discussions
- Clearly and accurately document the execution of specific procedures;
- **Clients:** All Pakistan Women Association (A.P.W.A) and International Brands Limited (IBL)

TRAINING AND CERTIFICATES:

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|--|---|--------------------------------------|
| ▪ Business Strategy Execution / ESG | ▪ COSO Enterprise Risk Management Framework | ▪ Microsoft Office - Project/Azure |
| ▪ Risk Culture Building - Alternative Management | ▪ SAP Business One -Functional and End User | ▪ Odoo Functional and End User |
| ▪ Yardi Voyager and AppFolio/ MS Dynamics | ▪ SAP GRC Access Control Management | ▪ SAP Ariba-Country Spend Management |

OTHER DETAILS:

- Date of Birth: January, 1993
- Gender: Female
- Language: English and Urdu
- Interest: Reading, Teaching and FinTech