



Haridas K Warrior ACMA, CMA (US), Dip IFRS (ACCA UK)

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Location: Bengaluru, India | Uganda

C – Suite Finance professional with three decades of experience in leading finance, accounting and commercial operations across various industry verticals, including manufacturing, engineering, textile, service, project management and trading sectors.

A seasoned leader with a track record in advising financial solutions that optimized revenue and deliver strong ROI for the company.

Sectors worked:

- Manufacturing (18½ years)
- Services / Project Engineering Related (4½ years)
- International Trading (6 years)

Industries worked: Engineering, Electronics, Textiles 100 % Export Unit, Auto Ancillary, Buying House, Project Engineering, International Trading operations (Farm Equipment, Oil & Energy).

SOFT SKILLS

- Leadership
- Analytical
- Collaborator
- Innovator
- Problem Solver

- Scaling new heights of success with strategic vision and pioneering strong financial operations, along with leading the finance teams in a global matrix organization.
- Chaired in Board Level Strategic discussion as a finance visionary and influenced with the right resolution towards corporate expansions and projects.
- Adept in driving group finance & accounting operations, finance & accounts finalization, budgeting & financial control ensuring compliance with international standards.
- Expert in directing the processes, financial and commercial improvements, thus developing a stronger compliance environment and enhancing revenues, sales, and resources utilization.
- Deftness in implementing systems & procedures to facilitate internal control, managing funds, assets management and building healthy relations with banks & financial institutions.
- Proactively established and maintained an effective high level 'trusted advisor' relationship with business leaders, stakeholders, and teams.
- **Pioneered in managing a wide range of financial & accounting operations with expertise in International Financing, controllership & statutory compliances, EXIM policy, Excise & Customs laws & 100% Export oriented unit/SEZ procedures including de-bonding of the unit & company's export & import issues, LC's, BG's & insurance matters - Fire, Medical, Marine, GPA, LIC Group Policies etc.**

COMPETENCIES



Financial Leadership

- Strategic Finance
- Project Finance
- Working Capital Arrangement
- International Trading Activities
- Cash Flow Management
- International Transfer Pricing



Financial Business Partner

- Annual Operating Plans
- Strategic Investment
- Corporate & Investor Relationship
- Due Diligence
- Treasury/ Foreign Exchange



Group Finance & Accounting

- Group Reporting
- Budgeting and Cost Management
- Treasury / Foreign Exchange
- Internal Financial Controls
- Tax and Statutory Compliance



Managerial Excellence

- Growth & Expansion Strategies
- Process Improvement
- Contract Negotiation
- Systems and Technology Utilization
- Team Leadership

CAREER CONTOUR

Head - Finance and Accounts | GP Global Uganda Limited (a subsidiary of Gulf Petrochem UAE), Uganda

Jul 2018 till date

Leading the overall functionality of the Finance division, with the team of accounting officers, accomplishing activities of – **Financial Accounting and Management, Financial Planning and Analysis, Statutory Compliance and Financial Reporting.**

Accountable for establishing positive financial status by developing and implementing systems and exercising optimum financial controls to ensure no leakage of revenue and optimum utilization.

Chairing discussion with top management and proving financial guidance on matters of Financial Planning, Budgeting, Cash Flow Management, Investment Priorities, and Policy Matters. Mitigating the financial risks by handling key elements of the company's risk profile in consultation with management and ensuring all compliance requirements are met.

Administering Treasury, Cash Management and Internal Controls to ensure tight vigil on operations and minimize losses. Further supervising the inter-company reconciliations and related party accounts.

- ✓ Engaged with DFCU Bank / Barclays Bank (ABSA) for USD 5 Million + facility (Term Loan and Working Capital) for funding expansion of retail outlets.
- ✓ Successfully Implemented Microsoft Navision ERP at Uganda and Rwanda and supervised successful implementation at Kenya.
- ✓ Attended the URA EFRIS Seminar / training program and implementing the same within the organization.
- ✓ Involved in discussions related to Lease, Dealership and other Contractual agreements for the company.
- ✓ Assisted the Business Head East Africa with financial budget and variances, based on business strategies.



- Enabling financial feasibility of the expansion projects in Uganda (expansion of retail outlets from 11 to 23 within the year 2020).
- Liaison with the Brokers and Insurance companies for negotiations of Insurance Policies for Assets, Medical etc.
- Monitoring performance of the Stock & Debtors, Retail outlets and guiding on the Gross Margins, ensuring maximum profitability.
- Guaranteeing total compliance with Corporate Statutory & Tax Obligations with Uganda Revenue Authority. Ensure timely filing of VAT, PAYE, WHT and Income Tax Returns. Complying with Company Secretarial Obligations with ROC Kampala.

Regional Lead / Head – Finance & Accounts East Africa | Gulf Petrochem Group – Tanzania, Kenya, Uganda April 2017 - Jul 2018

Spearheaded the Regional Commercial, Finance, Treasury and Accounts function of Gulf Petrochem Group companies in East Africa - Aspam Energy (T) Ltd (an EPZ Entity) and its 2 Group Trading Companies, 2) Aspam Energy (Kenya) Ltd; 3) GP Global Uganda Limited.

- ✓ Fostered Banking Operations with Diamond Trust Bank (T) Ltd, Rabo Bank Cooperative Netherlands, DFCU Bank Kampala.
- ✓ Obtained Business Licenses for the Group in all business activities it operates in.
- ✓ Implemented Microsoft ERP NAV 2009 migrating from the Legacy system in Kenya, Uganda and Rwanda.
- ✓ Hired local auditors for Tanzania and Uganda operations.
- ✓ Reviewed Contracts & Contractual obligations, Dealership agreements and Branch Lease agreements.
- ✓ Safeguarded the tax and statutory compliance as per Tanzania / Kenya / Uganda Revenue Authority, and all commercial/company related compliances with BRELA (Tanzania) / (ROC)/KRA & URA.



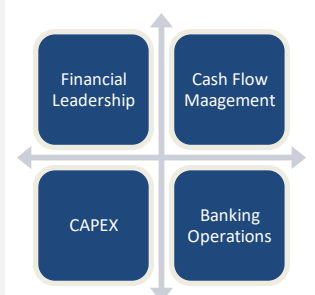
- Driven the financial strategies and annual budgets for various business divisions maximizing profitability & revenue generation & realize organizational goals.
- Led matters related to Share capital money, Shares allotted to Group Company in UAE, Return of Allotment filed, and Share Certificate issued.
- Formulated budgets, conducting variance analysis for Retail Outlets, recommending and implementing corrective actions.
- Managed the Treasury Operations, Cash Flow Management, and Account Receivables / Payables of the African Group companies.
- Liaison with banks and financial institutions for enhancement of working capital facilities as well as raising term loans at favourable terms to meet fund requirements.
- **Financial Controller** - Harmonized the internal and statutory audits; ensuring statutory compliances and tax compliances as per Tanzania Revenue Authority.

Finance & Accounts - Prepared Regular Review reports and Monthly MIS Report and highlighted deviations for bettering Group performance. Supervised Branch / Retail Outlet Operations and profitability, further highlighted and recommended closure of non-profitable branches / Retail Outlets. Supported in pricing strategies, monitoring Gross Margin for all products. Administered the Statutory Audit of all Entities in East Africa.

General Manager – Finance & Accounts | Quality Group Limited-Dar Es Salaam, Tanzania Dec 2013 - May 2016

Spearheaded Finance and Accounts function at Farm Equipment and Quality Agriculture Specialties Vertical. Partnered with COO to manage main showroom and 4 branches (Arusha, Morogoro, Mwanza and Zanzibar) across Tanzania.

- ✓ Brought down Receivables from Tanzanian Shillings 3.2 Billion (\$ 1.6 Million) to Tanzanian shillings 1.9 Billion (\$ 0.95 Million). Filed demand notices on debtors for Tanzanian Shillings 850 Million. (\$ 0.45 Million).
- ✓ Streamlined the Working Capital Limits of Tzs 16 Billion. Risen term loans to meet fund requirements. Ensured seamless repayment of Interest and Post Import Loans.
- ✓ Fostered Banking Operations with Tanzania Investment Bank, CRDB PLC and National Bank of Commerce Dar Es Salaam.
- ✓ Seamlessly managed treasury operations of the SBU (Working Capital, Post Import Loans, Term-Loans etc.).
- ✓ Coordinated and completed pending Tax Accounts from 2010 to 2014.
- ✓ Reviewed Contracts & Contractual obligations, Dealership agreements and Branch Lease agreements.
- ✓ Implemented Tally Maximization project as a preliminary step to Microsoft Dynamics ERP.



Chaired strategic discussions with business heads, articulating Annual Operating plans for capital & revenue expenditure and financial evaluation of capital expenditure. Recommended closure of unprofitable branches. Additionally, delivered as financial controller.

Delivered on the complete onus of Financial Accounting, Capex and Cash Flow Management -

- Formulated budgets, conducting variance analysis, recommending and implementing cost-effective measures.
- Monitored Gross Margin for all products. Praised on product pricing and instalment payment options to creditworthy customers.
- Efficiently managed timely International LC & BG Requirement and ensured timely opening of LC and BG for smooth operations.
- Accounted for and reviewed the annual and monthly financial reports (Accounting, Financial Statements, MIS reports).
- **Disciplined Cash Flow Management** - optimizing Accounts Receivables and Payables, Cash Budget, and Income statements.

Previous Engagements -

Assistant General Manager - Finance | Firepro Systems Pvt. Ltd (A Panasonic Group Company), Bangalore Jul 2010 – Dec 2013

Pioneered end to end accounting operations and consolidated 5 Regional Accounts with the corporate office. Provided a strategic direction to the financial operations to meet the long-term financial goals of the company. Further, headed audit reviews and reconciled inter-regional accounts, guaranteeing compliance with Accounting Standards, Internal Controls, & Contractual obligations.

- ✓ Directed the company evaluation exercise to bring in strategic investment INR 4500 Million from Panasonic Japan. (Administered data preparation and synchronized Strategic Investment funding (stake acquiring) with Panasonic Japan.)
- ✓ Facilitated Bank Working capital funding along with documentation & reports under Multiple Banking Arrangement with fund base INR 2400 Million & Non-Fund Base INR 1500 Million.
- ✓ Coordinated Capex activity with justifications and Overseas Direct Investment in Subsidiaries, Form 8, Annual Return preparation and filing through (Legal & Secretarial) support.



- **Administered Project Finance** - including cost monitoring, profitability analysis, comparison with budgets and variance analysis.
- **Developed the annual budgets and forecasting** and held budget reviews, variances & monthly MIS; corporate, region and project cash flow management reviews via Account Receivable & Payable coordination.
- **Oversaw Treasury Operations** (Working Capital, Term Loans etc.) for PAN India (Corporate & Regions), liaising and managing PE funding & MIS management for PE funders.
- Dissimilated information for Bank Lending Ratings with Credit Rating Agencies (CRISIL & ICRA).
- Managed LC & BG requirements for Projects and Pre & Post Shipment Credit.

General Manager | Textile Sourcing and Service India Private Limited (TSS Group), Bangalore

Oct 2009 – Jul 2010

Directed the Accounting and Financial Consolidation functions of all group accounts, including the USA company accounts & its CPA review. Managed the significant aspects of Financing Project Expansion, Bank working capital funding and CAPEX spending. Handled surplus funds investments in fixed deposits, mutual funds, expansion project accounting and control reports.

- ✓ Successfully obtained INR 100 Million for Working Capital from HSBC Bangalore at the best interest rates & sanction terms.
- ✓ Involved in a USD One Million Overseas Direct Investment enhancement in USA Subsidiary (Feb 2010).
- ✓ Led maximization of Insurance benefit (Fire, Marine, Medical, Theft policies) in close consultation with Insurance Brokers.
- ✓ Registered a Joint Venture company for Manufacture of Trims & accessories.
- ✓ Enhanced Authorized Share capital of the company to adapt an additional infusion of funds for expansion.



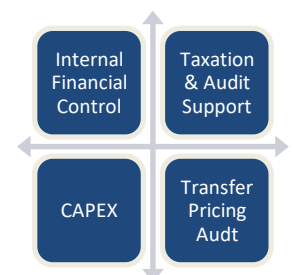
- Defined the Annual (Zero Based) Budget, Monthly analysis of Variances from Budget for the Group. Further drafted optimum fund allocation & utilization of Working Capital limits with weekly & monthly cash-flow projections vs. Actual reviews.
- Supervised Taxation, Statutory, Internal & Tax Audits of Group Company and ensured compliance with secretarial functions.

Controller - Group | Mersen India Pvt. Ltd (erstwhile Carbone Lorraine India Pvt. Ltd), Bangalore

May 2007 - Sep 2009

As Group Controller managed Accounting and Consolidation functions of all 5 divisions of the multi-divisional group, its sister companies. Ensured calendar year reporting as per Group IFRS requirements and financial year reporting as per Indian Laws (I-GAAP). Verified and monitored the Capital Expenditure (CAPEX) spending of the group in India.

- ✓ Fostered INR 70 Million and INR 40 Million for Metal business (Brush Holders and Slip rings) project funding from Calyon Bank.
- ✓ Obtained INR 40 Million for Working Capital enhancement from BNP Paribas Bangalore (Fund Limit INR 330 Million).
- ✓ Handled Capex worth INR 180 Million including the transfer of Secondhand machinery from Group company in the USA to India to set up 100% Export Unit.



Senior Manager - Finance | Cheslind Textiles Limited, Bangalore

Sep 1996 - Mar 2007

Joined the organization in the Budgeting and Costing functions of finance and grew to lead the overall Accounts and Finance as Senior Manager in Apr 2004. Over the tenure, established long term and short-term financial objectives, exercising budgetary control and managing cash and funds flow.

- ✓ Secured Term Loan worth Exim Bank - INR 150 million and IDBI - INR 120 million.
- ✓ Completed overdue VAT assessments from 1995-2003 with Commercial Tax Department.
- ✓ Independently handled Equity Dividend payout for 20,000 shareholders, Dividend account reconciliation, managed Public deposits to the extent of INR 300 Million (INR 30 Crore), and transfer to Investor Education & Protection Fund etc. in 2004.
- ✓ Delivered Mini Project reports/ expansion proposals for appraisal by Financial Institutions & banks.
- ✓ Monitored the repayment schedules and corporate debt restructuring of Term Loans to IFCI, ICICI, IDBI & Exim Bank
- ✓ Handled de-bonding (Cost-Benefit Analysis Exercise) to help the company de-bond into an EPCG Unit / Domestic Tariff Area unit.



Other Engagements

- **Manager Finance** | Bowthorpe Thermometric India Pvt. Ltd, Bangalore | Mar 1995 - Aug 1996
- **Officer Costing /Cost Accountant** | Fouress Engineering India Ltd, Bangalore | Jan 1992 - Mar 1995
- **Assistant Manager Accounts** | J.B. Advani India Limited, Bangalore | Apr - Dec 1991

SCHOLASTIC DETAILS

2016 | **Diploma IFRS (INTL)** - ACCA United Kingdom

2010 | **CMA Professional Member** - The Institute of Certified Management Accountants, USA

1990 | **ACMA Professional Member** - The Institute of Cost and Management Accountants of India

1987 | **Chartered Accountant (Intermediate), Certified Accounting Technician** -The Institute of Chartered Accountants of India

1987 | **Company Secretary (Intermediate)** - The Institute of Company Secretaries of India

1982 | **Bachelor of Commerce** - D.G Vaishnav College, Madras University

Certification - ACCA –Qualified Diploma IFRS Course-ACCA UK conducted by Ernst and Young-Bangalore- Dip IFRS (INTL)-ACCA

Workshops and Seminars attended -

- Corporate Governance and Company's Act 2013 • International Taxation • Currency Risk Management
- URA EFRIS Programme (Fiscal Invoicing Receipting and Validating) - August 2020 (2-day Seminar)
- Model GST Law - Jan 2017 (10 Day Workshop)

Technical Proficiencies & Projects

Project Supported and Implemented - **IB Spin ERP** package implementation - Cheslind Textiles Ltd • **JD EDWARDS ONE Source ERP** package implementation - Carbone Lorraine India Pvt. Ltd • Tally ERP maximization project as a pre-cursor to MS Dynamics ERP Roll out - Quality Group • **Microsoft ERP NAV 2009 implementation** - GP Global Group

Personal Details

Nationality - Indian | **Passport Details** - P 2578816 valid up to June 9th, 2026

Date of Birth - January 15th, 1962 | **Languages Known** - English, Malayalam, Tamil, Hindi