

## Contact

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## Top Skills

IFRS  
Financial Analysis  
Forecasting

## Languages

Latvian (Native or Bilingual)  
English (Full Professional)  
Russian (Professional Working)

## Certifications

The Association of Chartered  
Certified Accountants

# Janis Pizics

Partner at Merito  
Riga, Latvia

## Experience

### Merito Partners

Partner  
September 2022 - Present (2 years 10 months)

### DelfinGroup

Member Of The Supervisory Board  
April 2021 - Present (4 years 3 months)

### Finko

3 years 9 months

### Group Chief Executive Officer

September 2017 - September 2020 (3 years 1 month)  
Riga, Latvia

Overseeing Finko operations across several different countries and cultures, we have ensured significant growth in all key areas already and we are still growing. With 8 active markets (and 2 more soon to come) and employee numbers over 1 000 globally, we are breaking our own records each month. After extending responsibilities from operational officer, the main focus has been on building and developing strong growth minded and self-driven internal teams, working with investors and managing the fast growth. Key areas:

- building an independent and self-sustainable HQ management team in Riga and training / developing their skills
- development and implementation of performance management framework for all departments, as well as for all Local Operating Companies
- development of new products, as well as improving existing products in all markets
- ensuring knowledge sharing across markets
- continuous audit of all markets
- opening of new business lines and new markets
- other day-to-day tasks

### Group Chief Operating Officer

January 2017 - September 2017 (9 months)  
Riga, Latvia

Part of the initial small management team, participating in full scope business launch of 5 new markets in less than 10 months. Including product development before and after launch, training local teams, launching operations and close analysis/management of business after launch. Fully hands on and involved in all day to day activities, with focus on credit risk scoring and risk analysis. Main responsibilities included:

- part of launch team for opening new markets, responsible for credit risk scoring, underwriting, data analysis and other ad-hoc responsibilities
- overseeing and performing regular full audits of all Local Operating Companies (including Customer Support, Debt Collection, Finance and other departments) – in total 7 markets
- analyzing and developing initial client credit risk scoring strategy in all 7 markets. Leading development of a separate scoring department
- developing a Business Intelligence department, including implementing BI tools and managing development of all business-critical BI reports
- business partner of most IT development projects
- other day to day tasks

## GSK

3 years 2 months

Finance Improvement Lead / Cluster Finance Partner HIV in Nordic cluster

September 2015 - January 2017 (1 year 5 months)

Riga, Latvia

Responsibilities include:

- designing and introducing Core Commercial Cycle (CCC) ways of working in Nordic cluster (roles of CCC Implementation Lead and CCC Champion) by working closely with Cluster Leadership Team, Cluster Portfolio Leads, Finance and Supply Chain Hub;
- leading the development and introduction of the Plan Review Tool together with Knowledge Centre (2016 Profit Update 2 fully based on this tool across all therapy areas and all markets);
- leading Flash Sales and P&L standard report project (Knowledge Centre) in Europe (since Dec 2015);
- developing standard assumption templates and market models for HIV across all 7 markets (all HIV forecasting activities based on these models);
- developing and maintaining standard performance review decks for HIV;
- ensuring successful cooperation with ViiV's Finance team.

The developed forecasting model not only significantly reduced forecast bias in HIV therapy area across all Nordic countries, but also facilitated change of National HIV treatment approach (HIV infection spread in Latvia) and significant increase in the allocated State budget to this therapy area.

#### Head of Cluster Finance Partnering, Planning and Reporting / Finland and Baltics

December 2013 - September 2015 (1 year 10 months)

Latvia

Responsibilities included:

- developing standard planning and forecasting process across 4 cluster countries and managing the execution;
- developing the performance management system;
- managing consensus forecasting;
- ensuring sound regional reporting and coordinating interactions with regional Finance;
- providing finance partnering to commercial teams;
- managing the analysis of external data, as well as other day to day tasks.

#### Big Blue Divers

Divemaster

August 2013 - November 2013 (4 months)

#### Global Vision International

Volunteer / divemaster

January 2013 - July 2013 (7 months)

Seychelles

Volunteer at GVI Seychelles Marine Conservation project. Responsibilities include performing fish surveys underwater (prior to surveying exams on fish identification and underwater identification have to be passed), participating in daily duty groups, participating in local community life (snorkelling with children, giving lessons on marine life).

3 months internship as a divemaster, responsibilities include leading dives with clients in different dive sites, assisting instructors on PADI Open Water Diver courses, dealing with customers, repairing scuba gear, etc

#### S.P.I. Group S.à.r.l.

Group Budgeting and Reporting Manager

November 2009 - January 2013 (3 years 3 months)

Responsibilities include preparation of SPI Group's consolidated management reporting, consolidated financial statements according to IFRS, consolidated budgets and periodic forecasts, coordination of the group audit, analysis of deviations and investments, coordination of local finance teams, restructuring intergroup loans, assisting group's CEO, CFO and Financial controller, etc.

#### Latvijas Energoceltnieks SIA

##### Business Controller

February 2008 - November 2009 (1 year 10 months)

Responsibilities included monthly performance analysis, introducing performance measures, controlling budgeting process, reviewing of all new contracts, monitoring and controlling accounting data, development and implementation of new custom made salary system and budgeting system, managing finance team, working with insurance companies and banks, etc.

#### Ernst & Young

##### Consultant

November 2005 - February 2008 (2 years 4 months)

Tax consultations, due diligence, transfer pricing (financial services, retail, wholesale), international tax services

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## Education

#### The Association of Chartered Certified Accountants

ACCA, Finance, Accounting · (2007 - 2009)

#### Riga Business School

MBA, Economics, Finance · (2006 - 2012)

#### Rigas Ekonomikas Augstskola / Stockholm School of Economics in Riga

Bachelor, Economics, Entrepreneurship · (2003 - 2006)

#### Riga State 1st Gymnasium

· (2000 - 2003)