



Stéphane Conort

Finance Director, Senior International Controller

📍 Clermont-Ferrand, France

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Languages

French (Native)

English (Fluent)

About

8 years in the

BRANDS WORKED WITH

2migroup

INVISTA

Kohler Co.

Lincoln Electric

Optimas Solutions

Royal Unibrew

TIFS

Experience



● Country Controller

Lincoln Electric | Nov 2018 - Now

Welding Industry, US Public listed company, full finance responsibilities for the French region : T/O 150-200M€, 500 staff, 6 sites including 2 production facilities. Context: Air Liquide Welding France acquisition.

- restructuring, streamlining, finance transformation
- transferred accounting/finance activities to CSPs (India/Poland)
- finance department: 24 FTE in 2018, 4 FTE in 2021
- SG&A reduction: 22% in 2018 vs 15/14% in 2021/2022
- strengthened internal control: 36 SOX points resolved
- implemented group policies: pedagogical approach
- simplified valuation models for impairment tests (DCF, NPV)
- dissected group transfer pricing policy/doc, to mitigate risks at 2018, 2019 and 2020 local tax audit, eased discussions with FTA
- set up effective monitoring of distributor's rebates

● Group Finance & HR Director (Site Manager)

2migroup | Nov 2017 - Nov 2018

Auto & Aeronautic, T/O 25M€, 100 staff, 2 production sites

- reinforcement of internal control and HR function development
- reliability of reporting and statutory audit 2018
- regularization of subsidy files (BPI, CR)
- leadership and rationalization - crisis management



● Financial Controller

Optimas Solutions | Aug 2016 - Nov 2017

Automotive & Industry, Private Equity, EMEA/APAC region: 400m EUR turnover. Full responsibility for accounting/financial reporting, EMEA SSC

- Restructured French subsidiary finance department
- Improved EMEA/APAC reporting reliability
- reorganized the finance team in China - local recruitment



● Financial Controller

Kohler Co. | May 2015 - Jul 2016

French sub Kitchen & Bath market: T/O € 150m - full responsibility for accounting and financial reporting - EMEA SSC

- built effective reconciliation procedure of all b/s accounts
- built trust between SSC and internal audit/US Corporate/operations
- solved accounting issues, reduced external audit fees



● JV Head of Finance

INVISTA | Sep 2010 - May 2015

French Butachimie site (chemical Manufacture – key basic ingredients for Nylon & Polymers: 50/50 JV - INVISTA/Solvay): €700m to €1b T/O. JV complex & strategic agreement: led Finance/Accounting/Internal controls, in the interim and until the JV operates independently

- Supervised, facilitated SLA reliable application: key price agreements
- Eased ADN (Adiponitrile) full cost transparency/accurate reading to US partner, for reliable Partner Price calculation, despite RM volatility
- Neutral, transparent approach: fostered/strengthened partner trust

- Budget cycle, industrial performance management, monitoring investments/CapEx (three-year shutdown)
- Successfully bridged French GAAP/IFRS to USGAAP (50% US share)



● Financial Controller

Royal Unibrew | Jul 2006 - Aug 2010

Royal Unibrew A/S (Danish FMCG: beers and malt beverages): 3 subsidiaries, 6 legal entities (EUR 30m net sales): IMPEC Group (French West Indies) / CNA (Annecy) / Dominica B&B Ltd.

- Successful integration of distribution and manufacturing subsidiaries, including SAP migration/training of local teams
- Built trust with the Board in Europe
- Promoted to regional financial controller in 2009



● Interim Finance Director

TIFS | Oct 2023 - Now