



## PERSONAL INFORMATION



Name	<b>PAULO ELIAS CORREIA FERNANDES</b>
Address	RUA DO BARRO, Nº 3, 2715-611 Anços - Montelavar, Portugal
Telephone	(+351) 21 826 26 90
Mobile phone	(+351) 96 443 99 61, (+351) 96 846 31 68
E-mail	<a href="mailto:paulof103@gmail.com">paulof103@gmail.com</a> , <a href="mailto:pfernandes@globser-group.com">pfernandes@globser-group.com</a>
Nationality	Portuguese
Date of birth	December 13 <sup>th</sup> , 1965

## PROFESSIONAL EXPERIENCE

- February, 2016 – until now
    - Name and employer's address
      - Sector
      - Position
    - Main activities and responsibilities
  - November, 2007 – January, 2016
    - Name and employer's address
      - Sector
      - Position
    - Main activities and responsibilities
- CFO.
- GLOBSER Group**, Rua Pé de Mouro  
Polígono Empr. Pé de Mouro  
Nº 11, Linhó  
2710-335 Sintra  
Services  
*Responsible for the Administrative and Financial Area*  
*Administrative and Financial Management and its connection to Accounting, Analysis and Reporting, Management and Budgetary Control, Economic and Financial Analysis, Investment Analysis and Treasury, Tax Benefits Management and Grants. Preparation of Business Plans. Planning and Management Control.*
- Administrative and Financial Management.
- SIBS Cartões** – Produção e Processamento de Cartões, SA, Rua Paul Harris, 1, Bloco B, Vale Flores, Ranholas – Sintra  
Bank  
*Responsible for the Administrative and Financial Management Unit*  
*Administrative and Financial Management and its connection to Accounting, Analysis and Reporting, Management and Budgetary Control, Economic and Financial Analysis, Investment Analysis and Treasury, Tax Benefits Management and Grants. Preparation of Business Plans. Planning and Management Control.*

- May, 1991 – October, 2007
    - Name and employer's address
      - Sector
      - Position
    - Main activities and responsibilities
- Gradual evolution in the Administrative, Accounting and Financial areas, with special emphasis on tax aspects and property.
- SIBS** – Sociedade Interbancária de Serviços, SA, Rua Soeiro Pereira Gomes, Lote 1, 1649-031 - Lisboa
- Bank
- Responsible for Accounting / Accountant certificate / Controller*
- General Accounting processes and Analytics, Analysis and Reporting result in the development of responsibility activities in Property Management, Management and Budget Control, Taxes, Economic and Financial Analysis, Financial Statements for Annual Report, Fiscal Dossier Maintenance and Annual Statements; Investment and Treasury; Adoption and implementation of the Special Regime RETGS - Regime Especial de Tributação de Grupos de Sociedades e Contas Consolidadas. Responsible for Tax Benefits Management and Grants. Preparation of Business Plans.*
- Certificated accountant of:*
- Sibs Cartões – Produção e Processamento de Cartões, SA; Sibs Património – Serviços de Gestão Patrimonial, SA; Sibs Processos – Serviços Interbancários de Processamentos, SA.
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- November, 2008 – December, 2014
    - Name and employer's address
      - Sector
      - Position
- Accounting, Tax, Consulting and expert real estate appraiser.*
- LEVEL & RULE**, Lda., Rua Santos Carvalho, nº. 26 – 1 D, 2725-176 – Algueirão – Mem Martins
- Consulting, Accounting, Tax & Property Evaluation*
- Partner
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- November, 2007 – March, 2012
    - Name and employer's address
      - Sector
      - Position
- Financial Consulting.*
- BEST TRUST**, Lda, Rua Barão de Sabrosa, nº. 227 – R/C Esq., 1900-089 – Lisboa
- Financial Consulting
- CFO

## ACADEMIC AND PROFESSIONAL EDUCATION

- January, 2013 – February, 2013
    - Name of the organization
    - Main subjects/professional skills
- Certificate of pedagogical skills (Trainer).*
- AERLIS** – Associação Empresarial da Região de Lisboa
- Communication and promotion of training in groups, methodologies and teaching strategies, teaching resources and multimedia, collaborative learning platforms.
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- October, 2008 - January 2009
    - Name of the university
- Master's degree in Management.*
- ISCTE** – Business School INDEG Graduate
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- Main subjects/professional skills
- Strategic Marketing Management, Data Analysis, Human Resource Management, Intercultural Management, Corporate Finance.*

- October, 2007 – July, 2008
    - Name of the university
    - Main subjects/professional skills

*Executive Master in Management and Performance Control.*  
**ISCTE – Business School INDEG Graduate**  
*Management, Control Strategy, Economic and Financial Analysis, Financial Accountability and Performance, People and Quality Management, Planning and Monitoring, Project Management, Audit, ICT, Performance Evaluation and Incentives, Economic Groups Management and Control.*
  
- October, 2003 – September, 2004
    - Name of the university
    - Main subjects/professional skills

*MBA in Real Estate Management and Course on Securities Market and Investment Funds (Certified by CMVM).*  
**Escola Superior de Actividades Imobiliárias (ESAI)**  
*Real estate evaluation, Tax, Asset Management and Investment Funds, Development of Real Estate Business, Trading.*
  
- October, 1991 – July, 1993 and October, 2001 – September, 2003
    - Name of the university
    - Main subjects/professional skills

*Degree and Bachelor's Degree in Banking Management and Insurance*  
**Instituto Superior Politécnico Internacional – ISPI**  
*Accounting, Taxation, Law, Financial Markets, Banking, Insurance, Economics and Management.*
  
- October, 1976 – July, 1984)
    - Name of the high school
    - Main subjects/professional skills

*High school*  
**Instituto Militar dos Pupilos do Exército**  
*Accounting and Administration.*
  
- 2008
    - Name of the organization
    - Main subjects/professional skills

Business Performance Management and Accounting Consolidation  
**OCC – Ordem dos Contabilistas Certificados**  
 Business Performance Management, Strategy. Market, Marketing, Business Evaluation and Investment Projects
  
- 2007 – until now
    - Name of the organization
    - Main subjects/professional skills

Several courses in the business area, mainly financial.  
**Universidade Católica Portuguesa (UCP), OCC**  
 Management Control, accounting, fiscal reporting, company evaluation.
  
- 2007
    - Name of the organization
    - Main subjects/professional skills

Banking Business and Financial System  
**Instituto de Formação Bancária (IFB)**  
 Banking Business and Financial System
  
- 2006
    - Name of the organization
    - Main subjects/professional skills

Executives Program – NIC's  
**ISCTE - Overgest**  
 International Accounting Standards

- 2005
- Name of the organization
- Main subjects/professional skills

Seminars Program for High Management (Executives) – Management  
**Universidade Católica Portuguesa (UCP)**  
*Balanced Score Card*, Control of strategic dimension, Business Ethics.

## SKILLS

Mother tongue Portuguese

Other languages English and French

- Written comprehension Moderate
- Writing skills Moderate
- Listening comprehension Moderate

## SOCIAL SKILLS

Team spirit, versatility in multicultural environment and communication capacity, cultural and sports activities.

## ORGANIZATION SKILLS

Leadership capacity and sense of organization, integration and coordination in projects related with the property area, accounting and financial control. Leadership in Multidisciplinary Teams. Business consultant.

## ICT SKILLS

Implementation and Use of Integrated Management System (SAP), Accounting Systems, Asset Management and Microsoft Office (Excel, Word, PowerPoint), Primavera, Nirvana, Navision. Development of Customer Databases.

## OTHER SKILLS

President of Associação dos Avicultores de Portugal (AAP); Founder Member and Director of Portuguese Association of Financial Executives (PAFE); Participation in many associative activities. Member of social and development departments in a large networking.

## DRIVER'S LICENCE

Type B e C, nr. L-1094648 5

## ADDITIONAL INFORMATION

Member nr. 80095 of the Ordem dos Contabilistas Certificados (17297). Member of Ordem dos Avaliadores and registered in CMVM as an Expert Real State Appraiser. Certificated teacher certificado (CCPF605425/2013).