



Athens, 26 March 2018

Call for expression of interest for the position of Business Planning and Performance Director of Hellenic Corporation of Assets and Participations S.A.

The Hellenic Corporation of Assets and Participations S.A. (“HCAP” or the “Corporation”) operates in the public interest in accordance with the rules of private industry.

In order to fulfill its purpose, the Corporation shall act in an independent, professional and entrepreneurial manner, with a long-term vision in achieving its results, in accordance with its Rules of Procedure; it shall also act to guarantee full transparency, with a view to enhancing the value and improving the performance of its assets, as well as generating revenue.

Furthermore, the Corporation shall promote reforms of public undertakings, inter alia, through restructuring, good corporate governance and transparency and by fostering accountable administration, social responsibility, sustainability, innovation and good corporate practices.

HCAP, in order to fulfil its purpose, is creating the post of **Business Planning and Performance Director**. The main role of the position includes issues related to business planning, the performance of the Corporation and its subsidiaries, as well as regular monitoring and reporting through analyses, reports, forecasts and reviews. As a key member of the senior management team, the Business Planning and Performance Director reports to the CEO.

Announcement

The purpose of the present call for expression of interest is to attract experienced candidates on business planning issues, as well as on performance monitoring and control issues for the position of Business Planning and Performance Director.

Job Description:

- Implement and execute the Corporation's strategy.
- Support HCAP in monitoring the objectives of the Strategic Plan, with references to comparative figures/data from relevant markets.
- Develop and implement best methodologies and business planning tools, of performance monitoring and financial modeling development, where and when required.
- Coordinate the preparation of analyses and reporting to support the BoD, the CEO, the Executive Director, as well as to support decision-making processes for issues that concern the Regular and/or Extraordinary General Assemblies of subsidiaries.
- Guide and coordinate medium- and long-term business planning and monitor the respective KPIs, aiming at maximizing the value of the companies included in HCAP portfolio.
- Monitor, coordinate and inform the Management on the progress of implementation of the deliverables provided in the Coordination Mechanism.
- Provide profound key analyses and support HCAP's management in relation to critical issues affecting the subsidiaries' performance, such as, for example, market, funding, quality of services provided, functional, operational, innovation, etc.
- Monitor the macroeconomic developments and in general, the economic, business and investment environment, as well as developments in the capital markets and on the key sectors in which the subsidiaries of HCAP portfolio are operating.
- Direct the work on developing financial models and performance monitoring tools, using appropriate methodologies, ensuring rigorous monitoring of assumptions and risks.
- Monitor the development/evolution of subsidiaries included in HCAP portfolio through a "dashboard" (KPIs, financial estimations, risk assessment, transactions, etc.), which shall be updated on a quarterly or semi-annual basis.
- Contribute to the selection and coordination of advisors required to provide specialized services in relation to the abovementioned matters of his/her competence.
- Establish and maintain strong relationships and cooperation with the management team and its subsidiaries, in order to identify needs and seek effective solutions, where required.

Qualifications and Requirements

- Bachelor's degree in economics, finance, business administration or other related fields. A corresponding Degree in engineering or mathematics will be considered acceptable in combination with a MBA or post graduate degree in finance or other related fields.
- MBA and/or related post graduate degree preferred
- Excellent command of Greek and English
- At least 15 years of experience in Management, Finance, Consulting, and Business sector.
- 5+ years in progressively responsible leadership roles
- Proven experience in Business Plan development and performance monitoring and control in their implementation

- In-depth understanding of financial and funding issues and / or portfolio management issues
- Experience in transformation / restructuring projects is also significant and will be considered
- Any sectorial expertise and understanding of the key drivers and challenges in sectors like energy, transport & infrastructure, as well as in utilities, will be taken into account.

Skills & Personal Attributes

- High sense of duty and understanding of the notion of public interest
- Indisputable business and personal ethics, independence and objectivity
- Comfortable with being held accountable and holding others accountable
- Excellent oral, written and presentation skills with the ability to comfortably communicate to all levels of management of the HCAP, including subsidiaries, and demonstrate a high degree of professionalism and integrity in all interactions
- Ability to develop and/or implement best practices and processes for business planning, the development of relevant monitoring tools and reporting frameworks.
- Creative problem solving skills, exercising sound judgment to make decisions based on accurate and timely analysis. Ability to collect and process all required information from HCAP subsidiaries.
- Strong project management and planning skills; ability to manage and prioritize tasks to meet deadlines and deliverables.
- Strong people management skills and especially in the development and strengthening of teams.
- Ability to effectively train personnel on issues related to his/her Department and assignment of relevant responsibilities for optimal results.

Respect for diversity is one of the core values of HCAP and its subsidiaries. As such, the Corporation seeks to ensure that all candidates are treated with respect and given equal opportunities and tasks in an inclusive environment.

Deadline / Terms & Conditions

Candidates are requested to send to the address mentioned below until April 13th of 2018, a detailed CV, in English, accompanied by a cover letter stating the reasons why they consider themselves appropriate for this post. Applications must be sent exclusively via e-mail to the electronic mail address: hr_sbp@hcap.gr.

The Business Planning and Performance Director shall be appointed subject to the absence of any personal or legal conflicts of interest.

All applications will be treated as strictly confidential.

For information regarding HCAP, please visit the website: www.hcap.gr