

## **Curriculum Vitae**

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### **Personal**

Name : Gruis  
First Name : Henny J.  
Date of birth : 2<sup>nd</sup> August 1958  
Nationality : Dutch  
Other : Male, Married; two children  
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### **Education**

1981 - 1984 HEAO – BE (Business Economics), The Hague - Graduated  
1979 - 1981 Dutch Military Service (1<sup>st</sup> Lieutenant) - Graduated  
1977 - 1979 Physics, Technical University Delft  
1971 - 1977 Atheneum, Hugo Grotius, Delft - Graduated

### **Other Skills / Courses**

Managing & Controlling Organizations (Erasmus University Rotterdam)  
Treasury for Non-Financial Institutions (KPMG)  
Management Class (KLM)  
Problem analysis (KLM)  
Effective Personal Communication (Yacht)  
Project Management (Yacht)  
MS Excel, Word, Outlook, Access, PowerPoint, Visio, Lotus Notes, Google Suite, MS Project, Protos, SkyLedger, ProActive.

Financial Software: Masterpiece (Computer Associates), Coda 14 / Unit 4 Financials, AccountView, Exact Financials C/S, FIS 2000, PeopleSoft, Oracle 11i, Navision, ERP-LN (Baan 6), SAP FICO, Visma.net Financials

### **Languages**

Dutch : native language  
English : very well  
German : reasonable

**Profile**



I am a systematic, result-oriented manager based on many years of broad experience in the financial field. My style is pragmatic where the desired result comes first. I oversee the big picture, without losing sight of the details. I usually work as a team player as easily as I do alone. I am calm, deliberate & confident and always focus on solutions rather than problems. My core activity is the screening of the financial processes of the organisation; always aimed at improving effectiveness and efficiency. My goal is to provide added value and advice on financial matters.

*2006 – 2019 Interim Professional at Gruis Financial Interim Management*



**Migration Manager** - Visma | Raet (Mar 2019 – Feb 2020)

Restructuring of the financial IT- landscape. From on premises to SaaS solutions, like Visma.net ERP, Zuora (Subscription & Revenue Recognition System), Severa (Projects) and ProActive (invoice processing). Responsible for migration of financial data and the overall planning. Working in a team of Financial and IT professionals.



**Manager Credit Control & Treasury** – HDI (Dec 2017 – Dec 2018)

Digitization, standardization, quality improvement. Introduction of a new debt collection system. Automate a part of Accounts Receivable. Backlog solved. Total digitization of Accounts Payable. Reorganizing of the teams; introduction of measurements, tasks & responsibilities.



**Advisor**– Volotea Airlines - Barcelona (Jul 2017 – Oct 2017)

Advise on implementing a Revenue Accounting System.



**Business Consultant** – Transavia (Oct 2014 – Feb 2017)

Advice & expertise for total re-configuration revenue accounting as part of a complete ERP migration including new CoA. Responsible for the complete project execution (determine project steps, tests, execution control, implementation configuration, conversion control) and proof to external auditor. Agile way of working on innovations.



**Advisor** – Anne Frank Stichting (Sep 2014 – Oct 2014)

Advisor to the Managing Director regarding processes and competences of the departments Finance and Planning & Control



**Business Consultant** – Transavia (Jan 2014 – July 2014)

Monitor market developments and identifying opportunities on the payment area. Presenting a Payment Strategy and a roadmap. Realization of the innovation, preparing business proposals and support the implementation.



**Head of Finance** – Stichting Westelijke Tuinsteden (Apr 2012 – Aug 2013)

Fifteen Public Primary Schools (500 staff, 5000 pupils)

Prepare Annual Reports 2011 & 2012. Finalize budget 2012; Prepare budget 2013. Analyse, propose and implement improvements of financial processes. Create financial awareness at management level. (3d/wk)



UNIVERSAL MUSIC GROUP

**Universal Music** (May 2012 - Mar 2013)

Involved in a SAP implementation to understand the working of SAP (2 d/wk)



**Project Manager** - Transavia France, Paris (Sep 2011 – Mar 2012)

Implementation of a Revenue Accounting System.

Investigate differences between current and new method of revenue accounting. Explain working of system, reporting and method of month closing.



**Consultant FSSC** – AF/KLM Cargo (May 2011 – Aug 2011)

Alignment Chart of Accounts AF/KLM Cargo FSSC part. KLM accounting moved to SAP with a French CoA. Investigate & clarify Cargo processes and propose new accounts.



**Interim Manager** - Transavia France, Paris (Apr 2011 – May 2011)

Interim Manager 'Administration Commerciale'. Close of year reconciliation of payments, sales & revenue figures. Explanation auditors.

Train new staff. Investigate risks of department and advise to CFO.



**Interim Manager FSSC** – Zodiac Aerospace (Nov 2010 – Mar 2011)

Recruit a new manager. Strong people management. Standardize processes, propose new procedures, structured month close. Improve quality and renew relation with customers (controllers in NL, CZ and TH).



**Project lead FSSC** – Brinks Netherlands (Mar 2010 – Nov 2010).

Write a project plan to establish a FSSC in the Netherlands for NL and BE.

Form a team and execute the approved project, within time, budget and capacity. All financial processes GL, AP, AR and FA 2009 and 2010 were migrated.



**Manager FSSC** - Driessen Aircraft Interior Systems (Oct 2009 – Jan 2010)  
Manager FSSC. Establish a compact FSSC. Plants in Czech, US, Thailand, Sales in Netherlands. Standardize all accounting processes. Propose process improvements. Quality improvement of Month Closing Process. Introduce Performance Indicators. Draw up a SLA.



**Business Analyst ICT Dept.**- Transavia (Apr 2009 – Jul 2009).  
Proposal for a new online payment platform using several Payment Service Providers and new forms of payment for website Netherlands, France and Denmark. Result was a proposal how to develop a future payment platform in view of the European expansion and their local payment methods.

**Business Consultant** - Transavia France, Paris (Jan 2009 – Mar 2009).  
Revenue Accounting System backlog and update of web-sales before year close.



**Business Consultant** - Helios, Amsterdam (Jun 2008 – Jan 2009)  
Evaluation, mapping and improving the logistic & financial processes.  
Process improvement on forecasting, quotation and complaint process



**Team lead Accounts Payable** – Cisco, Amsterdam (Nov 2007 – Jun 2008)  
AP team-lead (5 employees) for highly complex and global administration. Review and update processes, clear back log. Train and develop team. Responsible for payment execution of Channel Loyalty Programs. Prepare and compile audit reports for internal Tax and external Auditor. Check on VAT issues EU regulations. Handover to- and training of - Accenture Team India.



**Consultant** -Transavia France, Paris (Nov 2007 – 2009, incidental)  
Development of a revenue accounting system on basis of reports.  
Advice on reconciliation of credit card payments and Controls.



**Manager Shared Service Centre** - Vitaplaza (May 2007 – Sep 2007)  
Manager Shared Service Centre. Manager of 20 employees (GL, AP, AR). Restructuring of administrative processes, especially AP process.



**Manager Commercial Administration** -Transavia (Apr 2006 - Apr 2007)  
Manager Commercial Adm. & Member of Commercial Management Team. Responsible for registration and reporting of EUR 500 mln B2B and B2C sales. Engaged in commercial policy decisions regarding foundation of Transavia France.

## Curriculum Vitae

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2000 – 2006 Interim Professional at Yacht Finance



**Financial Administrative Expert** -Transavia (Apr 2003 - Apr 2006)

Expert for financial processes in a large million euro project. Development and implementation of a new Revenue Accounting System (B2C & B2B). Development and implementation of a new charter contract, reservation and invoicing system (B2B). Audit on reservations paid, not flown. Advices on the Fast Close & Credit Card Reconciliation (Web sales).



**Consultant** - NS -Servex (Nov 2002 – Jan 2003)

Consultancy on the subject of optimizing the purchase and invoicing processes. Introduction of Electronic Data Interface into Purchase to Pay process. Reduction of 70% of AP cost within one year. This highly successful project has been published in the Randstad Annual Report 2003.



**Manager** - Internationale Stichting Alzheimer Onderzoek (Mei 2001 – Oct 2002)

Manager Non-Profit Organization. Write business plan and policy letters. Office relocation from Hoofddorp to Maastricht. Hire and fire staff. Implement culture change. Selection of new donor database and write investment proposal (Netherlands and Belgium). Manage both foundations to a higher level. Management reporting to the Board of Directors in the USA.



**Finance Manager** - TNT – GlobalCollect (Aug 2000 – Apr 2001)

Manager Financial Administration Payment Service Provider. Reorganize department; write business plan; planning of processes; selecting new staff; sparring partner of VP Finance. Management policy proposals for Accounts Receivable, Accounts Payable and Variable Hours hired staff (projects). Implementation of the proposals. Design an Accounts Receivable System. Sparring partner of the Manager Finance.



*1984 - 2000 Management Development at KLM*

**Manager Client Support (1999 – 2000)**

Member Management Team SSC. Manager of 7 highly educated employees. Responsible for Clients Balance and P&L (17 x) and internal management / process information. Responsible for Service Level Agreements. Contact person for internal/external auditors, the Dutch Central Bank and internal clients.

**Ad Interim Manager FSSC (1997 – 1999)**

Establish a Financial Shared Service Center. Preparation and transfer of staff to a new location. Manager of 80 employees.

**Manager Corporate Administrations (1994 – 1997)**

Manager of 30 employees.

Combine administrations Corporate, Fuel, Finance, Salary, Staff Vouchers, Insurance and Current Account Other Companies.

Development and implementation of a new accounting system (Computer Associates). Development and implementation of an automated Treasury System (MCM. accounting part). Managing and coaching of administration. Contact person for external auditors.

**Assistant Division Controller Operations & Controller Staff Operations (1991 – 1994)**

Establish a new staff department. Development, implementation and production of management reporting to the Board of Directors KLM. Controller activities staff department (staff, budget, investments etc.).

**Assistant Area Controller Mid & Far East /**

**Controller Cyprus, Syria, Jordan en Lebanon (1989 – 1991)**

Reporting & forecasting KLM establishments in Mid and Far East. Controller C,S,J,L (staff, budget, investments, etc.).

**Controller department Commercial Group (1987 – 1989)**

Optimizing an automated management information system over all establishments (staff, costs and income). Investment evaluation.

**Financial Control Department Engineering & Maintenance (1984 – 1987)**

Automation of E&M production flow reports & cost reports

***Extracurricular activities***

Involved in the financial network Common Sense Committed Financials as treasurer ([www.commonsense.pro](http://www.commonsense.pro)).

At Yacht Finance, I was heavily involved in setting up a national network of Shared Service Centres. This has resulted in several publications in the Dutch journal Controlling.

As a volunteer I have been involved from 2001 to 2008 in the General Participation Council of the public schools in 'De Ronde Venen' municipality and forerunner in the boards merging process of De Ronde Venen, Uithoorn and Aalsmeer (10 schools).