

## Europass Curriculum Vitae



### Personal Information

**Robert Maxim**

Address

Mobile

E-mail

Nationality

Date of birth

Work experience

Dates

Occupation or position held

Main activities and responsibilities

Dates

Occupation or position held

Main activities and responsibilities

Name and address of employer  
Type of business or sector

[Redacted]

[Redacted]

robert.maxim@ensight.ro

Romanian

17<sup>th</sup> April 1973

Oct 2023 - present

**Board Member**

The Board Member, together with all other members of the All Partners Board of KPMG in Romania, is responsible for the oversight of the activity of KPMG in Romania and Republic of Moldova.

Specific responsibilities include providing strategic advice in relation to the Management Consulting service area of KPMG and contributing with technical expertise; identify, establish and/or develop strategic partnerships or alliances. Contribute to the expansion of services and portfolio of clients in key sectors as well as to the expansion of export services in other relevant markets; provide technical expertise to the delivery of projects in Management Consulting service area

Oct 2020-Sept 2023

**Partner, Head of Management Consulting**

Accountable and responsible as the signing authority for Management Consulting engagements.

Supported work quality through communication, engagement support and commitment to maintain objectivity, ethics, and integrity. Role model in positioning KPMG as first choice for Management Consulting services in the minds of representatives of entities where he was the engagement partner.

Built a practice area for which KPMG is known in the marketplace. P/L and GM responsibility.

Developed and adapted business strategy in response to changing client demands and external trends and cascades the strategy at team level.

Decided on resource allocation, career development of employees, risk and other people management decisions. Had responsibility for recruiting and retention.

Worked together with the leaders of the other Solutions and Markets to develop business. Represented the firm in relations with various stakeholders.

**KPMG in Romania and Republic of Moldova**  
Management Consulting

Dates	Sept 2016 – Aug 2020
Occupation or position held	<b>Member of the Board of Directors</b> <b>Head of the Risk Management Committee of the Board of Directors</b> <b>Head of the Audit Committee of the Board of Directors</b>
Main activities and responsibilities	<p>Elaborates, approves and revises the Banks' strategies, the policies and principles which govern the activities of the Bank</p> <p>Oversees Executive Management regarding:</p> <ul style="list-style-type: none"> <li>● implementation of the agreed strategies, policies and principles,</li> <li>● monitoring of the functioning of the control systems</li> <li>● achieving the operational and financial results</li> </ul> <p>Reviews the activities of the Banks' branches</p> <p>Reviews remuneration policies and practices in order to promote the target culture of the Bank, its objectives and long-term strategy</p> <p>Monitors the risk profile of the bank in relation to the defined risk appetite</p> <p>Monitors and makes proposals regarding the Banks' capital structure and the degree of adequacy of the capital</p> <p>Monitors the effectiveness of internal controls, internal audit and risk administration</p> <p>Ensures compliance with the legal framework, including the driving principles established by the Group (Leumi, then after acquisition by First Bank)</p>
Name and address of employer	<b>Bank Leumi România S.A</b> 45 Aviatorilor Boulevard, Bucuresti
Type of business or sector	Financial Services
Dates	<i>Jun 2016 – Sept 2020</i>
Occupation or position held	<b>Founder, then President of the Board of Directors</b>
Main activities and responsibilities	<p>Initial business model set-up</p> <p>Raise capital during the first rounds</p> <p>Initial set-up of the Executive team</p> <p>Overall responsibility for the management of the Company and performed the acts, deeds, actions and procedures necessary and useful to achieve the Company's scope of activity and to develop and expand the Project.</p>
Name and address of employer	<b>Holde Agri Invest SA</b>
Type of business or sector	<i>Agribusiness</i>

Dates	<i>Jun 2001 – Sept 2020</i>
Occupation or position held	<b>Founding Partner</b>
Main activities and responsibilities	<p>Mr. Maxim was the founder of Ensignt Consulting, the leading local management Consulting firm, offering professional services to both local and multinational companies through 5 lines of business:</p> <ul style="list-style-type: none"> <li>- Strategy</li> <li>- Operations</li> <li>- Financial</li> <li>- Human Resources</li> <li>- Technology</li> </ul> <p>Over 600 projects were conducted in the financial services, retail and consumer goods, agribusiness, energy and utilities sectors.</p> <p>He managed to build up:</p> <ul style="list-style-type: none"> <li>- A strong team of 60 professionals,</li> <li>- A solid portfolio of clients &amp; assignments (please see <a href="http://www.ensight.ro">www.ensight.ro</a> for details and case studies).</li> </ul>
Name and address of employers	<b>Ensignt Management Consulting</b>
Type of business or sector	Management Consulting
Dates	<i>Jul 2000 – Jun /2001</i>
Occupation or position held	<b>e-Business Head (Resident VP)</b>
Main activities and responsibilities	<p>Mr. Maxim set up the e-Business function at Citibank in Romania. His efforts (both internal and external) lead to the following:</p> <ul style="list-style-type: none"> <li>- Developing and conducting the first e-Business training in Romania (available both as e-Learning and “in-class” course);</li> <li>- Positioning Citibank Romania as a premier financial partner for the New (local) Economy;</li> <li>- Redesigning the local (.ro) external Website;</li> <li>- Redesign of business processes to e-enable them (Back office and Front Office);</li> <li>- Web enabling the collection process through correspondent banks;</li> <li>- e-Platform for media procurement and distribution (Supply Chain Management) – project in development with the local market leader in retail of office supplies, books, etc.; capturing 40% of a USD 80M market.</li> </ul>
Name and address of employer	<b>Citibank Romania</b>
Type of business or sector	Financial services
Dates	<i>Oct 1999 – Jun 2000</i>
Occupation or position held	<b>Manager, Consulting department</b>
Main activities and responsibilities	<p>Selected e-Business activities:</p> <p>Mr. Maxim was the co-founder of the e-Business Consulting Group of KPMG. Under his supervision, a number of activities have been conducted in order to re-engineer the current services offering of KPMG Consulting in Romania as well as to assist KPMG clients to better understand and manage the “e” phenomenon.</p>

Main activities and responsibilities This includes:

- Conducting the first market study on the status and impact of e-Business in Romania;
- Alliances with software companies in order to develop e-services (such as HR Admin via digital technologies);
- Setting up a number of new web based services such as: e-Learning, e-Recruitment, e-Tax Advice, e-Accounting (Industrialization of service delivery);
- Market study on the software & Internet related business (Romanian supply v. European demand)

Name and address of employer **KPMG Romania**  
 Type of business or sector Management Consulting

Dates *Sept 1994 – Sept 1999*

Occupation or position held **Consultant -> Senior Consultant -> Assistant Manager, Consulting Department**

Activitati si responsabilitati principale Major assignments included analysis and design of business solutions for clients in financial services, retail and consumer goods, agribusiness, energy and utilities sectors.

Additionally, Mr. Maxim developed and delivered a number of training courses (KPMG Training Centre). These include: "Negotiation Skills", "Client Care", "Strategic Selling", "Benchmarking", "Project Management", "Process Mapping", "Process Streamlining and simplification", etc.

Name and address of employer **KPMG Romania**  
 Type of business or sector Management Consulting

**Education**

Dates *Jul 1999*

Title of qualification awarded MBA

Name and type of organization Ecole Nationale de Ponts & Chaussées, Paris, France

Dates *Aug 1998*

Title of qualification awarded Diploma in Financing International Business

Name and type of organization University of Bristol – International Business School, United Kingdom

Dates *Jul 1996*

Title of qualification awarded University degree in Political Sciences

Name and type of organization Faculty of Political Sciences, University of Bucharest, Romania

**Personal skills and competences**

Mother tongue Romanian

Other languages

Self-assessment

*European level (\*)*

English

French

Italian

Spanish

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Advanced	C2	Advanced	C2	Advanced	C2	Advanced	C2	Advanced
C2	Advanced	C2	Advanced	C2	Advanced	C2	Advanced	C2	Advanced
A2	Elementary	A2	Elementary	A2	Elementary	A2	Elementary	A2	Elementary
C2	Advanced	C2	Advanced	A2	Elementary	A2	Elementary	A2	Elementary

(\*) [Common European Framework of Reference for Languages](#)

Social skills and competences Team player/ Coaching

Technical skills and competences Project Management, BPM tools

Computer skills and competences MS Office, MS Project, MS Visio

**Certifications:**

CMC: Certified Management Consultant

CISA: Certified Information System Auditor

**Training:**

- Nov 2023: Process Communication Model
- Feb 2021: Connected Enterprise - KPMG International
- Jan-Feb 2013: Lean, Six Sigma - Advanced Thinking & Innovation
- January 2009: Financial Analysis – Controlling Partner St. Gallen
- October 2003: Doradztwo Gospodarcze DGA SA Bucuresti - Process modeling Software
- February 2003: SMART – Sinaia, Romania ABC Game Market Simulation
- November 2000: Speakers' International – London, UK Mastering your Motivation (self management & leadership development)
- August 2000: Citibank CEEMEA Training Centre – Istanbul, Turkey e-Business and Financial Services
- April 1999: KPMG European Training Centre -Prague, Czech Republic Strategic Sales
- November 1998: KPMG European Training Centre - Limassol, Cyprus European New Manager (training in Management Techniques)
- May 1998: KPMG Moscow-Rusia - Training in Business Performance Improvement® Methodology
- January 1998: KPMG Berlin – Germany - International Consulting Skills
- November 1997: KPMG Paris - Trainer's Training
- October 1997: KPMG International Headquarters, Amsterdam - The Netherlands Training in Change Management; Verax, Human Synergistics © Methodology
- June 1997: ASEBUSS Postgraduate Business School, Bucharest, Romania Training in Human Resources Management
- May 1997: KPMG Brussels - European Training Centre: Training in Marketing & Public Relations
- July 1996: KPMG Prague, Czech Republic - Training Centre: Training in Managing Organisational Change (ODR Methodology)
- April 1995: CIMP Foundation, Bucharest, Romania Training in HR