ROMAN TERESHCHENKO

CHIEF FINANCIAL OFFICER | iGAMING · E-COMMERCE · FINTECH & PAYMENTS

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Based in Brussels, Belgium · Open to CFO roles worldwide - relocation, remote or hybrid

Ukrainian national - Belgian residence permit, EU work authorisation

SUMMARY

CFO with 15+ years building and scaling finance functions across iGaming, e-commerce, fintech and FMCG. I take fragmented, cash-basis operations and turn them into audited, automated, multi-entity reporting systems - P&L, cash flow and balance sheet - that close on a D+5 calendar and forecast within a few points of actuals.

Deep expertise in IFRS group consolidation, FP&A, unit economics, treasury (fiat and digital assets) and risk management across multi-jurisdiction, multi-currency structures spanning Tier 1 Europe, LATAM, Africa and CIS. Experienced in centralising ERP across 10+ legal entities and running distributed finance teams remotely across time zones.

Unusually for a CFO, I build the tooling myself: reporting automation, BI and ERP specifications, and system integrations delivered without waiting on an IT backlog - a faster close, lower external spend, and a finance function that scales with the business rather than hiring against it.

CORE COMPETENCIES

Financial leadership IFRS group consolidation · consolidated financial statements · statutory and management reporting · month-end and year-end close · budgeting, rolling forecasts and variance analysis · FP&A · board and investor reporting · external audit management · internal controls and process design · due diligence

Commercial finance unit economics · CAC / LTV / payback modelling · profitability and "what-if" scenario models · pricing and margin analysis · cost optimisation · working capital and rolling cash flow forecasting · multi-currency treasury and FX exposure

iGaming GGR · NGR · bonus cost · hold rate · player LTV, CAC and OAS · PSP portfolio management - approval rates, fees, settlement cycles, reserves and rolling holds · gaming tax and licensing finance · affiliate / CPA / RevShare reconciliation · AML / Unit economics

Payments & digital assets settlement reconciliation · PSP contract negotiation · payment calendar and daily liquidity management · crypto treasury policy, wallet controls and on-chain reconciliation · counterparty due diligence

Systems & automation ERP selection, implementation and multi-entity centralisation (Odoo, 1C, Finmap, Quickbooks) · BI and dashboard development (Power BI, Tableau) · financial reporting automation · advanced Excel and financial modelling · Google Apps Script · SQL · AI-assisted development (Claude Code) for internal finance tooling

Leadership cross-functional and distributed team management · stakeholder management with founders, boards and investors · training management teams to read and act on financial data · cross-border entity management

PROFESSIONAL EXPERIENCE

Chief Financial Officer **Sep 2025 – Present**

Confidential - multi-brand online casino operator, Tier 1 & LATAM markets (name disclosed under NDA at interview stage)

5 brands · Tier 1 Europe & LATAM · 5 licensed entities · €100m annual GGR · finance team of 3

- Own the consolidated group P&L, cash flow and management reporting across brands and jurisdictions, closing on a D+5 calendar under a multi-jurisdiction structure.
- Run budgeting and rolling forecasts with monthly plan-vs-actual reviews and variance commentary delivered to founders and board.
- Steer the commercial drivers of the business - GGR, NGR, bonus cost, hold, LTV, CAC and OAS - working directly with marketing and affiliate teams to hold acquisition efficiency and margin.
- Manage the full PSP portfolio: provider relationships, approval rates, fee structures, settlement cycles, reserves and rolling holds across processors.
- Manage multi-currency treasury in fiat and crypto - daily liquidity, FX exposure and the group payment calendar.
- Built a substantial part of the group reporting stack personally - Google Apps Script, Power BI dashboards and ERP configuration, with AI-assisted development - cutting manual work and accelerating the close.
- Lead the finance team and run financial due diligence on new markets, partnerships and prospective deals.

Chief Financial Officer **May 2024 – Aug 2025**

INB - health & beauty e-commerce and advertising group, Brussels, Belgium

11 countries (1 EU, 10 Africa) · 30+ products · 1,000+ daily orders · 11 legal entities

- Implemented accrual-based accounting across 11 countries and 30+ products at 1,000+ daily orders, eliminating the group's reliance on cash-basis reporting.
- Designed and delivered the full financial reporting system - P&L, cash flow and balance sheet - at entity and consolidated level.
- Built per-product unit economics that reduced group forecast variance to under 5%, giving management contribution margin by product and market for the first time.
- Consolidated daily, weekly and monthly group reporting, improving operational decision-making and resolving a group cash flow gap.
- Trained the senior management team to read and act on financial data, and built reporting processes that let the finance team generate daily insight and risk analysis independently.

Chief Financial Officer **Oct 2018 – Apr 2024**

Confidential - diversified group of companies, Kyiv (iGaming, digital marketing, e-commerce, crypto, IT, construction)

7 business lines · 7 legal entities · €200m group revenue · finance team of 2

- Led group finance across a diversified portfolio: iGaming, digital marketing (CPA and RTB networks), e-commerce (Shopify), offline sales, crypto mining, IT development and business-centre construction.
- Established financial processes, operational controls and KPI frameworks to international standard, owning revenue and expense forecasting, month-end statements and management risk reporting.
- Created and enforced company-wide revenue and expense controls to protect group assets across all business lines.
- Built the affiliate and media-buying margin model, linking CPA/RTB acquisition spend to downstream customer value and enabling of reallocated marketing budget.
- Ran multi-currency and digital-asset treasury operations, including counterparty controls and reconciliation of on-chain settlement flows.

Deputy Chief Financial Officer · Finance Specialist **Jul 2016 – Oct 2018**

Everad Group - international affiliate marketing network (Ukraine, EU, Kazakhstan, Uzbekistan, Thailand)

Deputy CFO: Mar 2017 – Oct 2018 · Finance Specialist: Jul 2016 – Mar 2017 · 10+ legal entities · finance team of 8

- Prepared consolidated IFRS financial statements for a multi-jurisdiction group.
- Centralised the ERP system (1C) across 10+ legal entities and defined the technical IT requirements to optimise finance processes.
- Designed KPI frameworks by product, partner and country, and built profitability models with "what-if" scenario analysis.
- Developed an automated payroll system covering call-centre and HR modules.

EARLIER EXPERIENCE

Auditor - Russell Bedford RCG, Kyiv, UkraineSep 2015 – Jul 2016

Head of Finance Department - Financial Solution Center LLC, Kyiv, UkraineSep 2013 – Sep 2015

Internal Controller / Auditor - Your Press LLC, Kyiv, UkraineJun 2012 – Sep 2013

Auditor (A2) - Rikveza Capital Group LLC - contractor to KPMG CyprusSep 2011 – Mar 2012

EDUCATION & CERTIFICATIONS

ACCA DipIFR - Diploma in International Financial Reporting2016

CAP / CIPA - Certified International Professional Accountant2012

Mini MBA - MMU Business School (distance)2013 – 2014

M.Sc. Accounting and Auditing - Academy of Municipal Administration, Kyiv2006 – 2011

TECHNICAL SKILLS

ERP: Odoo, 1C · BI: Power BI, Tableau · Advanced Excel and financial modelling · Google Apps Script · SQL · financial reporting automation · AI-assisted development (Claude Code, VS Code) · MS Office Suite · digital-asset and Web3 operations · performance-marketing analytics

LANGUAGES

Ukrainian (native) · Russian (full professional) · English (professional working proficiency) · French (elementary, improving) · Dutch (elementary, improving)