



Role Profile: CFO Coach, Korzinka

The EBRD Nominee Director Board Practice is keen to support one of our investee companies, Korzinka, in trying to develop its management team and finding a coach for its CFO. Korzinka is a modern and innovative leading fast developing grocery retailer in Uzbekistan. For Jan 2025 the network consists of **225** stores with the target to reach **1,000** stores in 3 years strategy.

Company site: <https://korzinka.uz/en>

1. Key Objective

The primary objective of this role is to provide tailored, hands-on mentorship to the CFO in transforming the finance function in line with public market standards.

The mandate is to upgrade the capabilities of the internal finance team, implement robust bottom-up planning and forecasting frameworks, and rigorously challenge and refine strategic assumptions. This will support the development of a resilient financial model and a compelling, investor-ready equity story.

2. Key Responsibilities

- Support the CFO in driving the end-to-end financial transformation agenda.
- Develop and strengthen finance team capabilities, with a particular focus on CEO-2 and CEO-3 levels.
- Design, implement, and embed bottom-up planning, budgeting, and forecasting instruments across the organization.
- Collaborate with business leaders to analyse and critically challenge strategic and operational assumptions.
- Develop and maintain a robust, forward-looking financial model that reflects market dynamics and sector-specific conditions.
- Translate the financial strategy into a clear and compelling equity story for investors and capital markets stakeholders.

3. Candidate Profile

The ideal candidate is a former CFO or senior finance executive with a strong track record in public companies, who is willing to engage in hands-on, field-based mentoring and coaching.

The candidate should bring deep, proven expertise across the following areas:

Core Technical & Professional Competencies

- **Public Company & Retail Experience**
Significant experience in senior finance leadership roles within the retail sector and in publicly listed companies.
- **Financial Modelling & Forecasting**
Proven ability to build, validate, and maintain complex, long-term strategic financial models incorporating macroeconomic variables, evolving market conditions, and retail-specific drivers.
- **Bottom-Up Planning Systems**
Strong methodological expertise in designing and implementing bottom-up planning, budgeting, and forecasting frameworks from operational units (e.g., stores) through to consolidated group reporting.
- **Finance Transformation Leadership**
Demonstrated experience leading large-scale finance transformation programmes, including finance function restructuring, Fast Close optimisation, and automation of management reporting processes.
- **IFRS & Audit Interface**
Expert-level knowledge of IFRS, with a strong track record of working with Big 4 audit firms and preparing financial statements for public market reporting standards.
- **Investor Relations & Equity Story Development**
Experience in developing and articulating a compelling equity story grounded in financial modelling, as well as preparing investment materials, memoranda, and capital markets presentations.
- **IPO Experience (Advantageous)**
Direct involvement in IPO processes will be considered a strong advantage.

Management Approach & Mentoring Style

A good balance between a top-down strategic approach and a bottom-up operational logic. The candidate should not be "too high in the sky" (detached from reality) but must also avoid being too micro-managed. The collaboration must deliver tangible, real value for CFO.

Management Approach & Mentoring Style

The candidate should demonstrate a balanced approach, combining strategic top-down thinking with strong operational, bottom-up understanding.

They should be able to operate at the appropriate level of altitude—providing clear, strategic guidance while remaining closely connected to operational realities. The role requires a pragmatic, hands-on approach that avoids excessive micromanagement, with a strong focus on delivering tangible, value-added impact to the CFO and the broader finance organisation.

Language Requirements & Engagement Structure

- **English:** Fluency required
- **Russian:** An advantage
- **International Experience:** Required, particularly in growth or emerging markets

The engagement is structured as a 12-month, on-the-ground mentorship and coaching assignment.

An initial intensity of approximately 10 days per month on-site is expected during the first three months, with the structure to be reviewed and adjusted thereafter based on needs and progress.

4. To Apply

To express your interest, please submit your CV along with a brief statement outlining your motivation to nomineedirectors@ebrd.com with the subject line “CFO Coach- Korzinka”.