



Anuntul privind selectia Directorului General pentru Compania Nationala Posta Romana SA

Compania Nationala Posta Romana S.A. a fost infiintata conform HG 371/1998 si functioneaza conform prevederilor acesteia. Compania functioneaza sub autoritatea Ministerului Comunicatiilor si desfasoara activitati de interes public national. Posta Romana este cel mai mare angajator din Romania cu peste 25.000 de angajati, o cifra de afaceri de aproximativ un miliard de lei si un profit de peste 17 milioane de lei.

C.N. Posta Romana S.A. a desemnat firma de executive search George Butunoiu Group pentru a furniza asistenta de specialitate in procesul de recrutare si selectie conform prevederilor OUG nr. 109/2011 privind guvernanta corporativa a intreprinderilor publice, cu modificarile si completarile ulterioare.

A. Criterii obligatorii de calificare care vor sta la baza listei lungi de candidati sunt:

1. Absolvent de studii superioare de lunga durata cu diploma de licenta in domeniul economic, tehnic sau juridic in Romania sau in strainatate;
2. Experienta profesionala de minimum 10 ani, din care cel putin 5 ani experienta in managementul de top in cadrul unor companii cu valoare a activelor de cel putin 50. Mil Eur sau cu o cifra de afaceri anuala cel putin egala cu 50 Mil Eur;
3. Experienta in elaborarea si implementarea de strategii de dezvoltare, optimizare si modernizare de companii, inclusiv optimizarea resurselor de real-estate sau umane, dezvoltare si reorganizare a activitatilor de distributie, logistica sau curierat;
4. Experienta dovedita in dezvoltarea afacerilor/managementul activelor de real-estate si logistica, management/consultanta/audit;
5. Reputatie ireprosabila din punct de vedere profesional si personal;
6. Cunoastrea limbii romane si cel putin a limbii engleze la nivel de utilizator experimentat sau fluent;
7. Abilitati de comunicare interpersonală.

B. Criteriile de selectie care constituie avantaje sunt:

1. Studii postuniversitare de tip MBA / EMBA in domenii relevante pentru activitatea companiei;
2. Experienta in companii private sau de stat care opereaza in urmatoarele industrii: telecom/IT/servicii de curierat/firme de distributie sau servicii logistice, servicii bancare;
3. Experienta in activitati de M&A, spin – off, managementul si optimizarea activelor de real-estate, logistice si a resurselor umane;
4. Specializari/calificari profesionale din categoria celor indicate la cerinte obligatorii, altele decat cerinta minimala;
5. Experienta in relatia cu autoritatile publice, autoritatile de reglementare, concurenta si supraveghere (postala si bancara) relevante din Romania si UE;
6. Experienta relevanta si abilitati de negociere dovedite in relatia cu partenerii sociali;
7. Experienta in domeniul achizitiilor publice la nivelul UE si atragerea de finantare locala si internationala;

8. Cunoștințe despre piața de capital, companii listate la bursă, rapoarte specifice firmelor listate.

Modul de depunere a candidaturii: CVurile candidaților vor fi trimise *numai în format electronic*, pe adresa de e-mail directorgeneral-postaromana@georgebutunoiu.com până cel târziu în data de 8 Octombrie 2017.

Numai candidații selectați de către firma de recrutare în urma interviurilor vor depune următoarele documente necesare pentru înregistrarea candidaturii, pe suport hârtie, în plic închis și sigilat, pe care se va menționa: „*Procedura de selecție pentru Director General CN Posta Romana SA, Nume și Prenume Candidat*”, la adresa de corespondență S.C. George Butunoiu SRL, str. Andrei Muresanu nr. 17, sector 1 București:

Conținutul dosarului candidaților

- Opis;
- Curriculum Vitae în limba română;
- Cazier Judiciar;
- Două scrisori de recomandare, care să conțină numele și datele de contact ale persoanelor care oferă referințele;
- Copie a actului de identitate;
- Copii conforme cu originalul ale actelor de studii;
- Copii după cartea de muncă/contractele de muncă care să facă dovada experienței profesionale de minimum 10 ani, din care cel puțin 5 ani experiență în managementul de top în cadrul unor companii cu valoare a activelor de cel puțin 50 Mil Eur sau cu o cifră de afaceri anuală cel puțin egală cu 50 Mil Eur;
- Declarație pe propria răspundere privind neîncadrarea în situația de conflict de interese;
- Declarație privind neîncadrarea într-una dintre situațiile de revocare a mandatului din motive imputabile sîși;
- Declarație pe proprie răspundere privind autenticitatea diplomelor de studii prezentate în copie;
- Proiect al unui plan de administrare care să conțină o propunere de strategie privind administrarea societății. Acest proiect va fi considerat oferta tehnică, în conformitate cu prevederile HG 722/2016 și va reflecta deopotrivă modalitatea în care candidatul îndeplinește condițiile de eligibilitate precum și sugestiile acestuia în privința planului de management al companiei.

Prin transmiterea aplicației, candidații își dau acordul implicit ca datele lor personale să fie procesate în scopul procedurii de recrutare și selecție. Toate aplicațiile primesc confirmare de primire cu „reply” către adresa de la care au fost trimise, răspuns trimis de către un consultant al George Butunoiu. Atenție: mesajele automate de la server nu sunt considerate confirmări de primire!

Nota: acest anunț a fost publicat în presa centrală din România, pe site-urile consultantului (www.georgebutunoiu.com) și pe cel al C.N. Posta Romana S.A. (www.posta-romana.ro).



Anuntul privind selectia Directorului Economic pentru Compania Nationala Posta Romana SA

Compania Nationala Posta Romana S.A. a fost infiintata conform HG 371/1998 si functioneaza conform prevederilor acesteia. Compania functioneaza sub autoritatea Ministerului Comunicatiilor si desfasoara activitati de interes public national. Posta Romana este cel mai mare angajator din Romania cu peste 25.000 de angajati, o cifra de afaceri de aproximativ un miliard de lei si un profit de peste 17 milioane de lei.

C.N. Posta Romana S.A. a desemnat firma de executive search George Butunoiu Group pentru a furniza asistenta de specialitate in procesul de recrutare si selectie conform prevederilor OUG nr.109/2011 privind guvernanta corporativa a intreprinderilor publice, cu modificarile si completarile ulterioare.

A. Criterii obligatorii de calificare care vor sta la baza listei lungi de candidati sunt:

1. Studii superioare de lunga durata absolvite cu diploma de licenta (profil economic);
2. Cel putin o (una) specializare/ certificare profesionala: auditor financiar (membru CAFR) si/sau expert contabil (membru CECCAR) si/sau consultant fiscal (membru CCF) si/sau membru ACCA- UK (schema profesionala) si/sau membru CFA;
3. Experienta de minimum 10 ani in domeniul financiar contabil in Romania sau EU, din care minimum 5 ani in functii de conducere (director economic/ financiar, director audit intern sau sef departament) in companii cu cifra de afaceri de minimum 50 milioane EUR;
4. Experienta in implementare si utilizare sisteme informatice complexe tip ERP si Business Intelligence;
5. Cunostinte si experienta in domeniul Standardelor Internationale de raportare Financiara - IFRS
6. Cunostinte solide in domeniul legislatiei financiar – contabile, fiscale, achizitiilor publice, controlului financiar, relatiilor de munca;
7. Experienta in managementul financiar – analiza, planificare, trezorerie, raportari;
8. Reputatie ireprosabila din punct de vedere profesional si personal;
9. Fluenta in limba engleza.

B. Cerinte care constituie avantaje:

1. Studii postuniversitare (masterat, studii aprofundate, inclusiv studii de tip MBA/ EMBA);
2. Specializari, certificari profesionale din categoria celor indicate la cerinte obligatorii, altele decat cerinta minimala;
3. Experienta in companii care opereaza in cel putin una din Industriile de curierat, logistica, servicii;
4. Experienta in corporate turn-around si restructurarea/optimizarea resurselor logistice si umane;
5. Cunostinte despre piata de capital, companii listate la bursa, raportari specifice companiilor listate;

6. Cunostinte dovedite de guvernanta corporativa;
7. Experienta in comunicarea si relatia cu stakeholderii.

CERINTE SPECIFICE AMBELOR POSTURI

1. Aptitudini de conducere;
2. Abilitati de comunicare interpersonală;
3. Adaptabilitate la sisteme si medii de lucru diferite;
4. Abilitati pentru munca in echipa;
5. Capacitate de gestionare a sarcinilor complexe si atingerea obiectivelor stabilite;
6. Capacitate de negociere;
7. Capacitate de motivare si dezvoltare a personalului din subordine;
8. Capacitate de asumare a responsabilitatii in exercitarea sarcinilor postului.

Modul de depunere a candidaturii: CVurile candidatilor vor fi trimise *numai in format electronic*, pe adresa de e-mail directoreconomic-postaromana@georgebutunoiu.com până cel târziu în data de 8 Octombrie 2017.

Numai candidatii selectati de catre firma de recrutare in urma interviurilor vor depune urmatoarele documente necesare pentru inregistrarea candidaturii, pe suport hartie, in plic inchissi sigilat, pe care se va mentiona: „*Procedura de selectie pentru Director Economic CN Posta Romana SA, Nume si Prenume Candidat*”, la adresa de corespondenta S.C. George Butunoiu SRL, str. Andrei Muresanu nr. 17, sector 1 Bucuresti:

Continutul dosarului candidatilor

- Opis;
- Curriculum Vitae in limba romana;
- Cazier Judiciar;
- Două scrisori de recomandare, care sa contina numele si datele de contact ale persoanelor care ofera referintele;
- Copie a actului de identitate;
- Copii conforme cu originalul ale actelor de studii;
- Copii dupa cartea de munca/contractele de munca care sa faca dovada experientei profesionale de minimum 10 ani, din care cel putin 5 ani experienta in managementul de top in cadrul unor companii cu valoare a activelor de cel putin 50 Mil Eur sau cu o cifra de afaceri anuala cel ptin egala cu 50 Mil Eur;
- Declaratie pe propria răspundere privind neincadrarea in situatia de conflict de interese;
- Declaratie privind neincadrarea intr-una dintre situatiile de revocare a mandatului din motive imputabile siesi;
- Declaratie pe proprie raspundere privind autenticitatea diplomelor de studii prezentate in copie;
- Proiect al unui plan de administrare care sa contina o propunere de strategie privind administrarea societatii. Acest proiect va fi considerat oferta tehnica, in conformitate cu prevederile HG 722/2016 si va reflecta deopotriva modalitatea in care candidatul

indeplineste conditiile de eligibilitate precum si sugestiile acestuia in privinta planului de management al companiei.

Prin transmiterea aplicatiei, candidatii isi dau acordul implicit ca datele lor personale sa fie procesate in scopul procedurii de recrutare si selectie. Toate aplicatiile primesc confirmare de primire cu „reply” catre adresa de la care au fost trimise, raspuns trimis de catre un consultant al George Butunoiu. Atentie: mesajele automate de la server nu sunt considerate confirmari de primire!

Nota: acest anunt a fost publicat in presa centrala din Romania, pe site-urile consultantului (www.georgebutunoiu.com) si pe cel al C.N. Posta Romana S.A. (www.posta-romana.ro).

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Job Posting – CEO Position for “Compania Naționala Posta Romana SA” - The National Post Office Company

The Romanian Post Office Company (“Compania Naționala Posta Romana SA”) was founded based on Government law “HG 371/1998” and operates in accordance to its rules and regulations. The Company functions under the authority of the Ministry of Communications and carries on activities of national public interest. It is also the largest employer in Romania, having over 25,000 employees, an estimated turnover of one billion RON and a profit of 17 million RON.

C.N. Poșta Română S.A. has contracted the executive search company George Butunoiu Group to provide specialised assistance in the recruitment and selection process, in accordance with OUG no. 109/2011 regarding the corporate governance of public institutions, with subsequent modifications and amendments.

A. Mandatory eligibility criteria for the long list of candidates:

1. Higher education graduate with a bachelor’s degree in the economic, technical or judicial field, in Romania or abroad;
2. Minimum 10 years of work experience, of which at least 5 in upper management within companies with total assets of at least 50 mil. Euro or with annual revenue equal or greater than 50 mil. Euro;
3. Experience in the creation and implementation of strategies related to the company’s growth, optimisation and modernisation, including resource optimisation in human resources and real-estate areas, development and re-organising of activities such as distribution, logistics or courier services;
4. Proven experience in business development/ asset management in the areas of real-estate, logistics, management/ consultancy/ audit;
5. Flawless reputation, both personal and professional;
6. Mastery of the Romanian language and at least an experienced to fluent user level of English;
7. Excellent interpersonal communication skills.

B. Selection criteria which constitute an advantage:

1. Postgraduate MBA/ EMBA type studies in areas relevant to the company’s activity;
2. Experience in private or state owned companies operating in the following industries: telecom, IT, courier services, logistics, financial services;
3. Experience in M&A activities, spin-off, management and optimisation of real-estate, logistics and human resource assets;
4. Professional specialisation/ qualifications from the mandatory criteria list, others than those stated in the minimum requirements list;
5. Experience working with public authority figures, regulatory authorities, competition and surveillance (postal or banking) relevant for Romania and the EU;
6. Relevant experience and negotiating abilities, proven through relations with social partners;
7. Experience in the public procurement field at EU level and in attracting local and international financing;

8. Knowledge regarding the capital market, stock-listed companies and specific reports of listed companies.

How to file your application: The candidates' CVs may only be sent in electronic format, until October 8th, to the email address directorgeneral-postaromana@georgebutunoiu.com

Only the candidates selected by the recruitment company subsequent to the interview will file the following necessary documents to register their application, on paper, in a sealed envelope, on which will be written : „*Selection procedure for the General Manager position at CN Posta Romana SA, Name of the Candidate*”, sent to the address „S.C. George Butunoiu SRL, str. Andrei Muresanu nr. 17, sector 1, Bucuresti.”

The Candidates' Dossier Content:

- List of documents (Opis);
- Curriculum Vitae in Romanian language;
- Criminal record;
- Two letters of recommendation which will contain the names and contact information of the persons who provide the references;
- A copy of the ID card;
- Certified true diploma copies;
- Employment record/ contract to prove the minimum of 10 years working experience, of which at least 5 in upper management within companies with total assets of at least 50 mil. Euro or with an annual revenue equal or greater than 50 mil. Euro;
- Conflict of interest affidavit;
- Affidavit regarding the authenticity of the diplomas;
- Affidavit regarding self-imposed situations of mandate revocation;
- Affidavit regarding the authenticity of the diploma copies;
- Template of a management plan containing a strategy proposal regarding administration of the company. This project will be considered a technical offer, as stipulated by HG 722/2016 and will reflect the way in which the candidate meets our eligibility conditions as well as his/ her suggestions for the company's management plan.

By sending the application, candidates provide implicit consent for their personal data to be processed for the purpose of recruitment and selection process. Every application will receive a "reply" message from the address to which it was sent, reply sent by one of George Butunoiu's consultants. Note: The automated server messages are not considered to be receipts!

Note: This job offer was published in the Romanian central press, on the consultant's website (www.georgebutunoiu.com) and on the C.N. Poșta Romana S.A. website (www.posta-romana.ro).



Job Posting – CFO Position for “Compania Nationala Posta Romana SA” - The National Post Office Company

The Romanian Post Office Company (“Compania Nationala Posta Romana SA”) was founded based on Government law “HG 371/1998” and operates in accordance to its rules and regulations. The Company functions under the authority of the Ministry of Communications and carries on activities of national public interest. It is also the largest employer in Romania, having over 25,000 employees, an estimated turnover of one billion RON and a profit of 17 million RON.

C.N. Posta Romana S.A. has contracted the executive search company George Butunoiu Group to provide specialised assistance in the recruitment and selection process, in accordance with OUG no. 109/2011 regarding the corporate governance of public institutions, with subsequent modifications and amendments.

A. Mandatory eligibility criteria for the long list of candidates:

1. Higher education graduate with a bachelor’s degree in Economics;
2. At least one specialisation/ professional certification: financial auditor (CAFR member) and/ or expert accountant (CECCAR member) and/ or financial consultant (CCF member) and/ or ACCA – UK (professional scheme) member and/ or CFA member;
3. Minimum 10 years of experience in the financial accounting field in Romania or the EU, of which at least 5 in upper management (financial manager, internal audit director or head of department) within companies with total assets of at least 50 mil. Euro;
4. Experience in implementing and using complex information systems ERP and Business Intelligence tools;
5. Knowledge and experience in International Financial Reporting Standards - IFRS;
6. Advanced knowledge in the field of financial-accounting, fiscal, public acquisitions, financial control, labour relations;
7. Experience in financial management – analysis, planning, treasury, reporting;
8. Flawless professional and personal reputation;
9. Fluency in English.

B. Selection criteria which constitute an advantage:

1. Postgraduate studies (master’s degree, advanced studies, including MBA/ EMBA);
2. Professional specialisations, qualifications from the mandatory criteria list, others than those stated in the minimum requirements list;
3. Experience in companies operating in the following industries: courier services, logistics, distribution, financial services;
4. Experience in corporate turn-around and reorganising/ optimising the human and logistic resources;
5. Knowledge regarding the capital market, stock-listed companies and specific reports of listed companies;

6. Proven knowledge of corporate governance;
7. Experience in communicating and interacting with stakeholders.

OTHER REQUIREMENTS THAT APPLY TO BOTH POSITIONS

1. Management skills;
2. Interpersonal communication skills;
3. Adaptability to various systems and working environments;
4. Teamwork abilities;
5. Ability to manage complex tasks and to achieve the set objectives;
6. Negotiation skills;
7. Ability to motivate and support individual growth for the subordinate staff;
8. Ability to take responsibility when exerting job attributions.

How to file your application: The candidates' CVs may only be sent in electronic format, until October 8th, to the email address directoreconomic-postaromana@georgebutunoiu.com

Only the candidates selected by the recruitment company subsequent to the interview will file the following necessary documents in order to register their application, on paper, in a sealed envelope, on which will be written : „*Selection procedure for the Economic Manager position at CN Posta Romana SA, Name of the candidate*”, sent to the adress „S.C. George Butunoiu SRL, str. Andrei Muresanu nr. 17, sector 1, Bucuresti.”

The Candidates' Dossier Content

- List of documents (Opis);
- Curriculum Vitae in Romanian language;
- Criminal record;
- Two letters of recommendation which will contain the names and contact information of the persons who provide the references;
- A copy of the ID card;
- Certified true diploma copies;
- Employment record/ contract to prove the minimum of 10 years working experience, of which at least 5 in upper management within companies with total assets of at least 50 mil. Euro or with an annual revenue equal or greater than 50 mil. Euro;
- Conflict of interest affidavit;
- Affidavit regarding the authenticity of your diplomas;
- Affidavit regarding self-imposed situations of mandate revocation;
- Affidavit regarding the authenticity of the diploma copies;
- Template of a management plan containing a strategy proposal regarding administration of the company. This project will be considered a technical offer, as stipulated by HG 722/2016 and will reflect the way in which the candidate meets our eligibility conditions as well as his/ her suggestions for the company's management plan.

By sending the application, candidates provide implicit consent for their personal data to be processed for the purpose of recruitment and selection process. Every application will receive a

"reply" message from the address to which it was sent, reply sent by one of George Butunoiu's consultants. Note: The automated server messages are not considered to be receipts!

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