



DR. CANSAN KAMIL HACIOGLU

Executive Interim Manager for international companies in various industries in their challenges in turnaround management, change management, sales and business development.

PERSONAL DETAILS

- Name**
Dr. Cansan Kamil Hacıoğlu
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Rantzaustrasse, 21a
Hamburg - Wandsbek, 22041
- Phone number**
+491742400365
- Email**
dr@hacioglu.eu
- Date of birth**
07/05/1970
- Place of birth**
Frankfurt am Main
- Nationality**
deutsch
- Marital status**
Married

CHARACTERISTICS

- Highly resilient
- Strong negotiation skills
- Quick comprehension
- Interdisciplinary thinking
- Strong intercultural competence
- Broad experience in leading and motivating employees

LANGUAGES AND IT SKILLS

- English ★★★★★
- German ★★★★★
- Turkish ★★★★★
- MAC and PC applications ★★★★★
- IVR and ACD platforms ★★★★★
- ERP and CRM applications ★★★★★



EDUCATION

- Jun 2004 - Dec 2007 **Ph.D. (Economics) / Doctor of Philosophy**
LBS, London
- Aug 1994 - Jun 2007 **Master of Commerce**
LBS, London
- Sep 1990 - May 1996 **Studies of Business Administration; Diplom- Kaufmann (equivalent to MBA)**
University of Frankfurt am Main
- Aug 1987 - Jun 1990 **Abitur (A-level)**
Begemann Wirtschaftsgymnasium, Frankfurt am Main



WORK EXPERIENCE

- Mar 2017 - Present **Chief Executive Officer**
Righthand DWC LLC, DUBAI, UAE
 - Interim Management
- Mar 2017 - Dec 2022 **Vice President Business Development / Head of Sales | Interim**
OWA - Odenwald Faserplattenwerk GmbH, Amorbach
Building Industry | Suspended Ceilings
Turnover > 150Mn. EUR | Employees 650
Turkey, Israel, UAE, Saudi Arabia, Oman, Jordan, Bahrain, Kuwait, Qatar, Lebanon, India, Pakistan, Iraq, Azerbaijan, Georgia, KKTC, Uzbekistan, Kazakhstan
 - Market & Business Development
 - Growing sales and earnings
 - Procurement
 - Expanding market shares
 - Developing & implementing country specific sales strategies
 - Managing general distributors and resellers
 - Creating role models
 - Lobbying
- Apr 2013 - Sep 2016 **Head of Treasury | Interim**
Amera Payment System AG, Kreuzlingen
Production of coins and coin blanks for national banks (No. 3 in the world)
Turnover < 80Mn.EUR | Employees 220
 - Head of Restructuring
 - Process analysis and optimization
 - Treasury functions
 - Procurement

SKILLS

| | |
|-----------------------|-------|
| Turnaround Management | ★★★★★ |
| Change Management | ★★★★★ |
| Restructuring | ★★★★★ |
| Start up | ★★★★★ |
| Market Development | ★★★★★ |
| Business Development | ★★★★★ |
| Business Modelling | ★★★★★ |
| Business Planning | ★★★★★ |
| Sales | ★★★★★ |
| Sales Strategies | ★★★★★ |
| After Sales | ★★★★★ |
| B2C | ★★★★★ |
| B2B | ★★★★★ |
| B2G | ★★★★★ |
| Lobbying | ★★★★★ |
| Role Models | ★★★★★ |
| Procurement | ★★★★ |
| Supply Chain | ★★★★ |
| Distribution Logistic | ★★★★ |
| Treasury | ★★★★ |
| P&L | ★★★★ |
| Marketing | ★★★★ |
| Direct Marketing | ★★★★★ |
| Media Buying | ★★★★★ |
| Media Planning | ★★★★ |
| Post Production | ★★★ |
| CallCenter Management | ★★★★★ |
| Inbound | ★★★★ |
| Outbound | ★★★ |
| Database | ★★★★ |
| Brand Management | ★★★★★ |
| Product Development | ★★★★ |
| Product Registration | ★★★★ |

May 2013 - Nov 2015

Member of advisory board | Interim

TSA GmbH & Co. KG, Hamburg

Logistics for the automotive industry | Turnover < 5Mn. EUR | Employees 75

- Coaching the Managing Director
- Preparing Business Plans
- Introducing Controlling as functional area

Mar 2013 - Sep 2014

Member of advisory board | Interim

Aras Group GmbH, Hamburg

Distribution Logistics | Turnover < 5Mn. EUR | Employees 120

- Coaching the Managing Director
- Business Development
- Defining target figures and KPI

Feb 2011 - Dec 2016

Chief Executive Officer

B2Call A.S., Istanbul

- Interim Management

Feb 2011 - Oct 2013

Head of Procurement Mobil Devices | Interim

EVKUR | www.evkur.com.tr, Istanbul

Retail Group | Turnover < 4Bn. US\$ | Import of approx. 20.000 units / month

- Parallel import of high-end cell phones, corresponding spare parts and accessories from Hong Kong, Dubai, UK and Germany
- Extension of manufacturer warranty in cooperation with Arvato Turkey

Apr 2003 - Nov 2010

Chief Executive Officer, Owner

CallSell GmbH, Hamburg

Direct Response Marketing

Sector startup in the fields of ethnic TV-Marketing

Turnover < 150Mn. US\$ | Employees 1.600

- Establishing and operation a TV marketing enterprise in Germany in the niche of ethnic marketing with a turnover of approx. 8 million dollars and 104 employees.
- Expanding the business model by 16 territories (Germany, Austria Switzerland, France, Belgium, UK, Netherlands, Denmark, Slovenia Turkey, Cyprus, Ukraine, Iran, Georgia, Azerbaijan, Kazakhstan) with a group turnover of approx. 140 million US\$ and a total number of employees of approx. 1.600.
- Defining and purchasing of approx. 400 products in the segments household, kitchen, beauty, fitness and leisure with exclusive territorial distribution rights for the group.
- Purchasing and planning of approx. 210,000 hours of broadcasting time on TV.
- Production of DRTV TV spots for the group.
- Setting up of the groups reporting system (ERP/CRM) and defining the KPIs.
- Treasury functions, cash pool control and financial controlling for callsell group.
- Cooperating with branch networks in the course of wholesale activities.
- Expansion control and business affairs.

Oct 2002 - Apr 2003

Country Manager | Interim

Homedrom A.S., Istanbul

Direct Response TV | Turnover < 10Mn. US\$ | Employees 45

- Building up TV Marketing in Georgia

- Jun 2002 - Sep 2002 **Vice President | Interim**
 Tele/Vent TV-Market GmbH, Hamburg
 Direct Response TV | Turnover >5Mn.EUR | Employees 50

 - Turnaround
- Dec 2001 - May 2002 **Business Development | Interim**
 3p Musik-und Verlags-Gesellschaft mbH, Frankfurt am Main
 Textile | Turnover >5Mn. < EUR | Employees 35

 - Building up distribution for merchandising
- Mar 1997 - Oct 2001 Baskan Holding A.S., Istanbul
 Within this period professionally active for the following corporate sectors
- Jan 1998 - Oct 2001 **Chief Executive Officer**
 Mega Response A.S., Istanbul
 DRTV | Turnover <50 Mn. US\$ | Employees 400
 Sector Startup in the fields of TV-Marketing

 - Defining and purchasing products with exclusive territorial distribution rights
 - Purchasing and planning TV broadcasting times
 - Producing TV commercials
 - Setting up and managing 4 call centers
 - Managing 2 TV sales channels
 - Establishing and managing a logistics center
 - Cooperating with branch networks in the course of wholesale activities
 - Expanding to Azerbaijan
- Mar 1997 - Jan 1998 **Assistant to the Marketing Direktor**
 Baskan Gida Holding A.S., Istanbul
 Baskan Gida Holding A.S., Istanbul FMGC | Turnover 1300 Mn. US\$ | Employees 4200

 - Buying advertising hours
 - Media planning
- Sep 1990 - Dec 1996 **Managing Clerk**
 Akar GmbH, Frankfurt am Main
 Textile Industry | Turnover <8Mn. EUR | Employees 160

 - Production of Women's clothing collections for the brand Joop
 - Producing and distributing own coat collections in high endsegments for customers like P&C, Lodenfrey and "MantelhausKaiser"
- May 1988 - Apr 1990 **Chief Repräsentant | Multi-Level-Marketing**
 Iduna Nova, Frankfurt am Main
 Turnover < 40Mn. EUR | Employees 350

 - Selling direct insurance policies
 - Establishment and management of structural sales for life insurances



REFERENCES

References available upon request