



# DR. CANSAN KAMIL HACIOGLU

Executive Interim Manager for international companies across various industries, supporting them in addressing challenges related to turnaround management, change management, expansion management, sales, and business development.

## PERSONAL DETAILS

- Name**  
Dr. Cansan Kamil Hacioglu
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- 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 | www.righthandglobal.com
- Mar 2017 - Dec 2022 **Vice President Business Development | Interim Head of Sales MENA | Interim**  
OWA - Odenwald Faserplattenwerk GmbH  
construction supply 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, Iran, Russia
  - Business Modeling, B2G, B2B
  - Market & Business Development
  - Growing sales and earnings (P&L)
  - Procurement, production licensing
  - Expanding market shares
  - Developing & implementing country specific sales strategies
  - Establishing and Appointing General Distributors by Country
  - Creating role models
  - Lobbying
- Apr 2013 - Sep 2016 **Head of Treasury / CRO / Business Affairs | 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 (CRO)
  - Process analysis and optimization
  - Treasury functions
  - Procurement
  - Head of Business Affairs: Goznak Mint, Mint of Kremnica, Mint of Cuba, Mint of Brasil, Mint of Iran, so on

## 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 Planing	★★★★
Post Production	★★★
CallCenter Management	★★★★★
Inbound	★★★★
Outbound	★★★
Database	★★★★
Brand Management	★★★★★
Product Development	★★★★
Product Registration	★★★★

- May 2013 - Nov 2015 **Head 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 **Head 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 by16 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
    - Start 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 Representant | 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