



PARIS ZARNAKOUPIS-KONSTANTINOU

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● WORK EXPERIENCE

05/2024 - CURRENT - ATHENS, Greece

SENIOR INTERNAL AUDITOR - SPARK IKE

Internal audit, pre-investment audits (Due Diligence), business support and consultations

- Assuring risk analysis and audit programs,
- Supporting management in optimizing internal controls,
- Assessment of compliance, efficiency and effectiveness of operations and accuracy of reported information,
- Examining financial records, information storage systems and internal controls,
- Evaluating management procedures and operations,
- Reviewing all records and information related to expenditures, costs, taxes, and internal controls to determine if a company is secure and has a strong financial foundation.

02/2020 - 04/2024 - ATHENS, Greece

HEAD OF INTERNAL AUDIT CONSULTANCY DEPARTMENT – NATIONAL TRANSPARENCY AUTHORITY

- Development and monitoring of the implementation of the National Internal Control System in the Greek Public Sector
- Design and development of standards, methodologies and internal audit tools
- Design and development of policies, methodologies, standards and tools for investigating fraud & corruption
- Coordination, monitoring and evaluation of the Internal Audit Units of Public entities that fall within the competence of the Authority
- Designing and conducting training programs/seminars on issues relating to the Internal Audit discipline and Internal Control Systems' best practices
- President of the working group for drafting a new law scheme for implementing the National Internal Control System in the Public Sector (Law 4795/2021)
- Responsible for the adoption and alignment of the Public entities Internal Audit Units with the International Professional Practices Framework of IIA.
- Translated the Global Internal Audit Standards in the Greek language for the Greek Institute of Internal Auditors.

01/2017 - 02/2020 - ATHENS, Greece

HEAD OF INTERNAL AUDIT – MINISTRY OF RURAL DEVELOPMENT AND FOOD

- Performance of duties essential to attain internal audit goals.
- Developed and maintained professional and close relations with client and staff.
- Supervised control environment within the Ministry's scope.
- Conducted, facilitated and recorded controls self-assessments in assigned regions.
- Managed and performed internal audit projects recording existing control environment over business risk.
- Evaluated control environment performance by test work.
- Conducted audits working directly with all internal management levels as well as external clients.
- Reviewed existing entity's assets and ensure to maintain apt safeguards from all sorts of losses.
- Analyzed integrity and reliability financial information and means used for identifying measure, classifying and reporting information.
- Reviewed and recorded activities and plans defined by management to resolve issues identified by audit findings.
- Examined records to assure apt transactions recording and comply with applicable agreements, laws and policies.
- Directed planning, organizing and monitoring of internal audit operations.
- Recommended methods to enhance and improve control procedures.
- Prepared audit plan for every Operation Divisions and developed schedule to conduct annual audits.

09/2011 - 12/2016 - Athens, Greece

SUPERVISING SENIOR/ASSISTANT MANAGER – KPMG AUDITORS S.A.

- Supervising senior / assistant manager in the provision of audit services by KPMG CERTIFIED AUDITORS S.A.

Provision of:

- external / internal audit (internal / external audit-assurance),
- risk management.

- risk based audit planning.
- tax audits in the context of the tax certificate.
- audit of intra-group transactions (transfer pricing).
- design of methodologies for control of corruption / fraud (forensic audit)
- conducting audit-consulting projects in over 100 companies and organizations
- Carrying out audit-consulting projects for various companies and organizations of the Public and Private sector

10/2000 - 08/2011 - Athens, Greece

AUDITOR / CONTROLLER – ROCHE HELLAS S.A.

-Application of international standards (IFRS) and methodologies related to internal control frameworks (COSO-IIA) and internal audit function

-Planning and implementation of daily and monthly audit obligations

-Design of daily - monthly and annual cash and annual preparation of relevant analysis (reporting)

-Development and implementation of appropriate internal controls related to the management of cash

-Evaluate internal control systems and the governance and risk management process, in order to provide objective feedback on the system's adequacy, efficiency and effectiveness.

-Detection and prevention of fraud incidents within the organization.

● EDUCATION

1998 - 1999 - London, United Kingdom

POSTGRADUATE DIPLOMA IN BUSINESS FINANCE – BRUNEL UNIVERSITY

1993 - 1997 - Athens, Greece

PUBLIC FINANCE (AUDIT / TAX DIRECTION) – PANTEIO UNIVERSITY OF SOCIAL AND POLITICAL SCIENCES, ATHENS (GREECE)

● LANGUAGE SKILLS

Mother tongue(s): GREEK

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C2	C2	C2	C2	C2
FRENCH	B2	B2	B2	B2	B2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

● DIGITAL SKILLS

Microsoft Word | Microsoft Excel | Microsoft PowerPoint | Outlook | ECDL Progress Certificate | ERP/SAP

● NETWORKS AND MEMBERSHIPS

CURRENT

Subscriptions

-Registered active member of the International Institute of Internal Auditors - (IIA) and the Hellenic Institute of Internal Auditors

-Registered active member of the Association of Chartered Certified Accountants (ACCA)

-Registered active member of the Body of Certified Public Accountants (SOEL)

-Legal Practice license of accountant and tax consultant (Class A Professional ID Accountant-Tax Consultant)

-Legal license for providing financial services - Economic Chamber of Greece

CURRENT

Possession of professional certifications in matters of internal audit and financial audit

-CIA (CERTIFIED INTERNAL AUDITOR)

-ACCA DIPLOMA IN FINANCIAL AND MANAGEMENT ACCOUNTING (RQF LEVEL 3)

- Accreditation IIA Quality Assessor IPPF 2025 (accredited as a Quality Assessor of The Institute of Internal Auditors)

● CONFERENCES AND SEMINARS

Conferences

-Active presence-participation in conferences-workshops related to the development of the effective operation of Internal Audit in the Greek Public Administration (GREECE - OECD PROJECT ON TECHNICAL SUPPORT ON ANTI-CORRUPTION, INTERNAL AUDIT OF THE SERVICE OF CONSULTATION WORKSHOP- MODERNIZING INTERNAL AUDIT, among others)

Seminars

-Education program "Anti-Corruption Practices"

- Certified training program "THE FIGHT AGAINST CORRUPTION - CONTROL MECHANISMS"

-Certified training program: Implementation of International Standards ELOT EN ISO 9001: 2015 and ELOT EN ISO 19011: 2011 (Implementation of Internal Standards ISO 9001: 2015 and ISO 19011: 2011 in Public Administration)

-Anti-Corruption training (Internal Control and Auditing) HAUS Finnish Institute of Public Management in collaboration with General Secretariat Against Corruption

-"Capacity Development: OECD Audit Manual", organized by the General Secretariat for Combating Corruption in collaboration with the OECD

- Certified training program "Strengthening the Public Administration Control System" aimed at training Judicial Officers, Audit Bodies and Internal Audit Units

-Certified training program "GENERAL REGULATION OF DATA PROTECTION: THE OBLIGATIONS OF PUBLIC ADMINISTRATION"

-Attending a series of seminars on accounting, tax and auditing subjects