



Results oriented professional with more than twenty years of experience in providing Internal or External Audit services among various industries. Well organized and team working supportive having also leadership capabilities. Building trust among his associates. Positive communication and interpersonal skills introduced among peers and upper management for issues having both technical and business perspectives.

CONTACT

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LANGUAGES

Greek - Mother tongue
English - Fluent
German - Intermediate

HOBBIES

Tennis
Cycling
Reading

STYLIANOS IOANNIDIS

EDUCATION

Master's in business administration – MBA
Edinburgh Business School, UK

Bachelor's degree in business administration (BA)
Athens University of Economics and Business Major: Accounting and Finance
September 1996 – September 2000 Grade: "Very Good" (7,73/10)

PROFESSIONAL QUALIFICATIONS

Diploma in Tax Law – Taxation Consultant Qualification Athens University of Economics and Business, September 2013

IFRS Diploma Qualification – ACCA Association of Chartered Certified Accountants, UK, December 2009

Greek Chartered Accountancy Qualification – CPA Greek Institute of Certified Public Accountants, November 2008

WORK EXPERIENCE

HEDNO S.A.

October 2023 – Today

Position: Internal Audit Director

Main Responsibilities:

- Reporting to the Audit Committee and to the CEO
- Working on Governance-related projects with key stakeholders
- Manage all internal audit activity to coordinate audit projects, assessments, and regulatory audit requirements to fulfill the purposes and responsibilities approved by senior management and the Audit Committee of the Board
- Provide risk management and internal control leadership and support regarding effective operating and designed controls, risk mitigation strategies and overall compliance with Company' policies and procedures

AVRAMAR S.A

June 2020 – October 2023

Position: Group Head of Internal Audit

Main Responsibilities:

- Reporting to the Group Audit Committee of the Board and to the Group CEO
- Working on Governance-related projects with key stakeholders
- Manage all internal audit activity to coordinate audit projects, assessments, and regulatory audit requirements to fulfill the purposes and responsibilities approved by senior management and the Audit Committee of the Board
- Provide risk management and internal control leadership and support regarding effective operating and designed controls, risk mitigation strategies and overall compliance with Group's policies and procedures
- Responsible for the overall work quality of the internal audit unit, which includes maintaining or updating, as necessary, the Group's quality assurance standards.
- Perform annual risk assessment during audit planning and development of the audit strategy, audit plan and scope
- Establish and maintain key relationships throughout the organization as a means of obtaining information needed to perform functional duties, provide business advisory service and to provide strategic recommendations

FRIGOGLASS S.A.I.C.

January 2017 – May 2020

Position: Group Head of Internal Audit

Main Responsibilities:

- Reporting to the Group Audit Committee and to the Group CFO
- Lead a team of 7 members

- Manage all internal audit activities in all locations-countries where the Group operates (e.g. Romania, Russia, India, South Africa, Indonesia, Nigeria, etc.)
- Provide Frigoglass Group Senior Management and the Audit Committee with assurance as to the adequacy and effectiveness of the system of internal controls
- Manage a comprehensive annual audit plan covering all company activities and units
- Implement the annual Audit Plan, as approved, including, and as appropriate, any special mandates or projects requested by management and the Audit Committee
- Issue audit reports to management and any other relevant parties
- Prepare and present quarterly reports to the Audit Committee summarizing the status and the results of audit activities
- Review the Company's Antifraud program and practices with management and the Audit Committee
- Keep the Audit Committee informed of emerging trends and successful practices in internal auditing and compliance
- Review and investigate complaints reported through the Code of Business Conduct process and report to the Audit Committee on a quarterly basis

AB VASILOPOULOS S.A. – SUBSIDIARY OF AHOLD-DELHAIZE GROUP

April 2010 – January 2017

Position: Corporate Internal Audit Manager

Main Responsibilities:

- Reporting to South-Eastern Europe Internal Audit Director
- Lead a team of 5 members
- Responsible for multiple audit assignments (including multi banner or cross functional projects) and accountable for the preparation/readiness project of the SoX Corporate Key Controls for Greece
- Conducting operational and financial audits in South-Eastern Europe region
- Supporting through physical presence and/or remotely other group audit teams in South-Eastern Europe
- Responsible for auditing all corporate activities, including Head office and warehouses in Greece
- Key member of the team initiated and supported the Enterprise Risk Management program in Greece
- Active member of the Global Ahold Delhaize teams for Quality Assurance, Training and Internal Audit Manual Updates

SCIENS INTERNATIONAL INVESTMENTS & HOLDINGS S.A.

April 2009 – April 2010

Position: Financial Controller

Main Responsibilities:

- Reporting to the company's CFO and CEO
- Accountable for the preparation of the Financial Statements under IFRS and for the timely submission in ASE (Athens Stock Exchange)
- Responsible for the consolidation of all subsidiaries/associate companies of the Group
- Supervision & Oversight of the preparation of financial statements of the subsidiaries reporting to the parent company. Performance of Balance Sheet and P&L reviews
- Leading a team of 3 associates
- Experience of the process about Initial Public Offerings

PRICEWATERHOUSECOOPERS - PwC S.A

September 2002 – April 2009

Position: Manager - Audit & Assurance Services

Main Responsibilities:

- Direct Reporting to Assurance Partners
- Preparation of Audit reports under Greek GAAP, IFRS and, US GAAP supporting the audit certificate
- Participation in Sarbanes Oxley Projects (SoX)
- Management of audit teams consisted of 2-7 members
- Planning and Oversight of the audit work - Liaison for the coordination of team experts (TAX and IT specialists)
- Design and delivery of in-house training programs

Προτάσεις για τη Βελτίωση της Λειτουργίας του Ινστιτούτου Εσωτερικών Ελεγκτών

Προς: Το Διοικητικό Συμβούλιο του Ινστιτούτου Εσωτερικών Ελεγκτών

Ημερομηνία: 16/4/2025

1. Οργανωτική Δομή & Διακυβέρνηση

- Ορισμός ανώτατου ορίου θητειών μελών ΔΣ και Προέδρου
- Ενημέρωση του οράματος και της αποστολής του Ινστιτούτου ώστε να ανταποκρίνονται στις σύγχρονες εξελίξεις στον χώρο του εσωτερικού ελέγχου.
- Εξέταση τυχόν αναδιάρθρωσης της οργανωτικής δομής με περιοδική αξιολόγηση της απόδοσης των επιτροπών και των μελών τους. Εισαγωγή δεικτών απόδοσης (KPIs) για την αξιολόγηση της αποτελεσματικότητας.

2. Χρήση Τεχνολογίας

- Βελτιστοποίηση εξυπηρέτησης μελών και παρακολούθησης εκπαιδευτικών δράσεων (π.χ εφαρμογή CRM)
- Αναβάθμιση του περιεχομένου της ιστοσελίδας του Ινστιτούτου (π.χ. blogs, εργαλεία αυτο-αξιολόγησης, ενημερωτικά δελτία).
- Επέκταση των διαδικτυακών εργαλείων όπως του περιεχομένου της πλατφόρμας του e-learning με πιστοποιημένα μαθήματα καθώς και έμφαση σε webinars.

3. Πρόγραμμα Εκπαίδευσης & Ανάπτυξης

- Προσαρμογή των εξετάσεων για τις επαγγελματικές πιστοποιήσεις (π.χ. CIA) στην ελληνική γλώσσα.
- Εισαγωγή της έννοιας του μέντορα μέσω αντίστοιχου προγράμματος, με αξιοποίηση πεπειραμένων στελεχών ώστε να κατευθύνουν τους νέους συναδέλφους.
- Ανάπτυξη εκπαιδευτικών ενοτήτων σε αναδυόμενες θεματικές ενότητες όπως της περιβαλλοντικής/κοινωνικής και εταιρικής διακυβέρνησης, της κυβερνοασφάλειας καθώς και της τεχνητής νοημοσύνης.

4. Εξωστρέφεια & Διεθνείς Συνεργασίες

- Περαιτέρω συμμετοχή σε ευρωπαϊκά ή διεθνή forum καθώς και σε ερευνητικά έργα και ομάδες εργασίας.
- Συνεργασίες με το φορέα του εξωτερικού για δημιουργία εκδόσεων πρακτικών οδηγιών για το επάγγελμα καθώς και συμμετοχή σε

5. Προώθηση Επαγγελματικής Ηθικής και Δεοντολογίας

- Ενημερωτικές δράσεις για την ενίσχυση της αξίας του εσωτερικού ελέγχου τόσο στον ιδιωτικό όσο και στον δημόσιο τομέα με σκοπό την περαιτέρω ενδυνάμωση του επαγγέλματος.
- Δημιουργία πρακτικού οδηγού δεοντολογίας με μελέτες περιπτώσεων και προτεινόμενες ενέργειες.

6. Συνεργασίες με άλλους φορείς

- Ενδυνάμωση των συνεργασιών με τους λοιπούς επαγγελματικούς φορείς (π.χ. IIA Global, ISACA, ACFE).
- Δημιουργία θεματικών ομάδων εργασίας ανά κλάδο ή ειδικότητα (π.χ. Δημόσιος Τομέας, Τράπεζες).

Συμπερασματικά οι παραπάνω προτάσεις προωθούν την ενίσχυση του Ινστιτούτου ως φορέα επαγγελματικής αριστείας, εκπαίδευσης και δεοντολογίας. Η υλοποίησή συνόλου ή μέρους αυτών θα ενισχύσει τη διαφάνεια, την αξιοπιστία και την αποτελεσματικότητα του εσωτερικού ελέγχου στην Ελλάδα.

Με εκτίμηση,

Σ.Ιωαννίδης