FOUZANA FEROZE

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CHARTERED ACCOUNTANT | STRATEGIC FINANCE | HEAD OF FP&A

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PROFILE

Experienced finance leader and **Chartered Accountant** with **nearly 10 years across FTSE 100 and Big 4** environments. Proven track record in **Group FP&A, strategic finance, and executive-level stakeholder influence**. Currently operating at the heart of Group-level decision-making at Sage, where I lead high-impact financial planning, reporting transformation, and cash optimization initiatives **across six global regions**.

CORE EXPERTISE

Group FP&A | Long-range planning & budgeting | Forecasting | Scenario modelling | Cash flow forecasting | Recurring revenue planning | Executive KPI dashboards | M&A diligence & modelling | Capital allocation | AI-enabled reporting | Investor relations | Technical accounting | Banking audit | Team leadership

SELECTED CLIENTS

London Stock Exchange Group | Monzo Bank | Bank of London and The Middle East

PROFESSIONAL EXPERIENCE

SAGE GROUP PLC, UK

2022 – PRESENT

FP&A Manager

Reporting directly to the VP and working closely with the CFO. FTSE 100 global leader in cloud business management solutions, operating across 20+ countries with revenue of £2.3bn.

KEY CONTRIBUTIONS

- **FP&A Leadership:** Own Group forecasting and performance planning across six international regions, partnering with regional finance leaders and executive stakeholders to align assumptions, surface risks/opportunities, and steer Group-level financial priorities.
- Designed and enhanced executive KPI dashboards covering ARR growth, cash conversion, margin trends, headcount efficiency and regional productivity metrics, enabling better and quicker insight.
- **Recurring Revenue Planning:** Partnered with commercial and finance stakeholders to analyze recurring revenue drivers including renewals, retention, pricing and customer trends, improving forecast accuracy and long-term cash visibility.
- **M&A & Investment Strategy:** Supported diligence and financial modelling across £100m+ of M&A transactions.
- **Long-term planning and budgeting:** Lead Group long-range planning and budgeting processes, aligning revenue growth, margin, cash and capital priorities with regional execution and executive strategic objectives.
- **Digital & AI Transformation:** Introduced AI-enabled reporting processes (Microsoft Copilot) to streamline management accounts commentary and financial analysis, reducing manual effort and improving speed to insight across the Group finance function.
- **Modelling & Scenario Planning:** Lead strategic scenario modelling including cash flow forecasting, viability and going concern assessments, supporting executive decision-making and downside risk evaluation.
- **Team Leadership:** Manage, coach and elevate high-performing analysts across the global finance function.

RECOGNITION & IMPACT

- Trusted finance leader supporting CFO and Group FLT on capital allocation initiatives, including £300m–£400m share buy-backs.
- Seconded to Investor Relations, partnering on year-end results, earnings messaging and shareholder communications.
- Led and executed cash optimization initiatives contributing to sustained >100% cash conversion performance.
- Selected for “Accelerate in Finance” – top 20 performers in finance at Sage.
- Championed gender equity through progression gap analysis and D&I initiatives.
- Selected as Business Executive to the CFO, supporting executive-level priorities, Board preparation and critical leadership priorities, including restructuring and funding strategy.
- Brought forward internal reporting deadlines by 2 full working days, promoting quick decision making.
- Consistently recognised as an outstanding performer in the department.
- Led Sage’s audit tender process and successful transition to new auditors.

ERNST & YOUNG LLP, UK

2016 – 2022

Manager – Financial Services (Audit – Banking & Financial Markets)

Consistently recognised as a high performer in the department – demonstrated by accelerated promotions to my Manager position.

KEY CLIENTS

- **London Stock Exchange Group (LSEG)** – revenue c.£9bn; operates multiple entities across various countries, providing financial markets infrastructure and data services.
- **Monzo Bank** – revenue c.£880m; rapidly growing digital bank with over 9.3 million customers as of June 2024.
- **Bank of London and The Middle East (BLME)** – A leading Islamic finance institution in the UK, offering a range of Sharia-compliant banking services.

PROFESSIONAL EXPERIENCE

- Led financial audits for major banking clients.
- Advised on technical accounting and financial reporting issues.
- Provided insights to improve financial processes and controls.
- Mentored and trained junior auditors.
- Assessed financial risk, controls, and regulatory compliance.
- Managed stakeholder relationships, including C-suite executives.
- Delivered high-quality audit work under tight deadlines.

KEY HIGHLIGHTS

- Led audit of LSEG's $27 billion acquisition of Refinitiv, analysing fair value, net assets, and integration of systems, data and Financial Standards.
- Pioneered digital audit innovations, advancing firm-wide digital transformation.
- Appointed to Audit Quality Strategy team, developing standard audit programs for global consistency.
- Coordinated cross-border audit teams including UK, Italy, US, Middle East and India, navigating regional regulatory and reporting differences.
- Integrated data analytics into LSEG audit, enhancing complex revenue analysis and audit quality.
- Central client liaison, managing communications across multiple engagement contacts.

QUALIFICATIONS

Chartered Accountant (ICAS) | BSc International Business, Summa cum laude | Level 3 AI Qualification (Multiverse & Microsoft) | Valedictorian | Dean's List

EDUCATION

Chartered Accountancy Qualification

2016 – 2018

ICAS

Bachelor of Science in International Business

2011 – 2015

Rochester Institute of Technology

Co-major: Finance, Minor: Marketing. Graduated with highest honors – Summa cum laude.

Level 3 AI Qualification

2025 – 2026

Multiverse & Microsoft Partnership

Academic awards

Received the Valedictorian Honor upon graduation. Selected to be on the Dean's List throughout my 4 years of university. Awarded a scholarship to university based on outstanding academic performance.

LEADERSHIP AND INTERESTS

Manages, coaches and elevates high-performing analysts across the global finance function. Championed gender equity at Sage through progression gap analysis and D&I initiatives. Mentored and trained junior auditors at EY. Systems: Workday Adaptive Planning, HFM and enterprise-level planning systems.

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