



Andrei Tiberiu Novac

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WORK EXPERIENCE

01/08/2022 – CURRENT Nassau, Bahamas

VICE PRESIDENT OF THE BOARD OF DIRECTORS ROMGAZ BLACK SEA LIMITED

Type / Sector of Activity:

Romgaz Black Sea Limited, a subsidiary of S.N.G.N. Romgaz S.A., holds 50% of the rights and obligations for the exploration, development, and exploitation of oil and gas resources in the Neptun Deep perimeter in the Black Sea.

Neptun Deep is the largest natural gas project in the Romanian area of the Black Sea and Romania's first offshore deep water project. With an estimated total gas volume of 100 billion cubic meters, Neptun Deep will position Romania as the largest natural gas producer in the European Union.

In June 2023, OMV Petrom and Romgaz (partners in this project) announced the final investment decision and approved the development plan for the commercial Domino and Pelican South fields.

Responsibilities:

- Defining strategic directions and objectives for Romgaz Black Sea;
- Supervising and overseeing the executive decision-making process;
- Approving investment objectives and the investment strategy of Romgaz Black Sea;
- Establishing and monitoring the financing structure for the Neptun Deep project
- Approving the Revenue and Expenditure Budget.

15/01/2024 – CURRENT Bucharest, Romania

HEAD OF CONTROLLING S.N.G.N. ROMGAZ S.A.

Type / Sector of Activity:

S.N.G.N. ROMGAZ S.A. is the largest producer and main supplier of natural gas in Romania.

Romgaz conducts geological exploration to discover new gas fields, produces methane gas by exploiting its portfolio of reservoirs, stores natural gas underground, performs well interventions/repairs, and provides technological transport services.

The company has been listed on the Bucharest Stock Exchange since 2013.

Responsibilities:

- Coordinating financial planning and budgeting processes;
- Analyzing the company's financial performance, identifying deviations from the Revenue and Expenditure Budget, and proposing corrective measures;
- Assessing financial and operational risks and providing solutions to mitigate them;
- Providing information and analysis to support strategic decision-making by management;
- Evaluating the financial feasibility of new projects and investments;
- Monitoring and optimizing cash flows to ensure the availability of necessary financial resources;
- Identifying financing options (e.g., bond issuance, syndicated loans, external financing, etc.) to secure funds for ongoing investment projects;
- Collaborating with the credit rating agency to obtain a credit rating for Romgaz;

- Identifying cost reduction opportunities across the Romgaz group.

18/12/2022 – 14/01/2024 Bucharest, Romania

ECONOMIC ADVISOR TO THE CHIEF EXECUTIVE OFFICER S.N.G.N. ROMGAZ S.A.

Type / Sector of Activity:

S.N.G.N. ROMGAZ S.A. is the largest producer and main supplier of natural gas in Romania.

Responsibilities:

- Provides consultancy to the Chief Executive Officer (CEO) for fulfilling the Board of Directors' requirements regarding responsibilities in the areas of taxation, accounting, investments, financing, etc.;
- Prepares detailed reports and analyses on the company's financial performance;
- Analyses legislative risks of a fiscal nature associated with oil and gas industry companies in Romania
- Participates in the financial planning and budgeting processes;
- Advises the CEO on sustainability initiatives and their economic impact, considering the energy transition;
- Represents the company in relations with investors, banks, auditors, and other stakeholders;
- Assesses the financial feasibility of new projects and investments.

01/09/2022 – 17/12/2022 Medias, Romania

CHIEF FINANCIAL OFFICER (INTERIM) S.N.G.N. ROMGAZ S.A.

Type / Sector of Activity:

S.N.G.N. ROMGAZ S.A. is the largest producer and main supplier of natural gas in Romania.

Responsibilities:

- Develops and implements the company's financial strategy in accordance with its specific objectives;
- Ensures efficient capital management, including for major investments planned at the company level
- Coordinates the financial planning and budgeting processes;
- Monitors cash flows and optimizes their use
- Ensures compliance with applicable fiscal legislation (corporate income tax, VAT, excise duties, local taxes, and other industry-specific taxes);
- Manages relations with tax authorities, auditors, and external consultants
- Provides information and analyses to support the company's strategic decision-making process.

07/12/2021 – 31/08/2022 Bucharest, Romania

ECONOMIC ADVISOR TO THE CHIEF FINANCIAL OFFICER S.N.G.N. ROMGAZ S.A.

Type / Sector of Activity:

S.N.G.N. ROMGAZ S.A. is the largest producer and main supplier of natural gas in Romania.

Responsibilities:

- Provides consultancy to the Chief Financial Officer (CFO) for fulfilling the Board of Directors' requirements regarding responsibilities in the areas of taxation, accounting, investments, financing, etc
- Prepares detailed reports and analyses on the company's financial performance;
- Analyses legislative risks of a fiscal nature associated with oil and gas industry companies in Romania
- Participates in the financial planning and budgeting processes;
- Represents the company in relations with investors, banks, auditors, and other stakeholders;
- Provides economic and financial consultancy for the implementation of strategic projects at Romgaz.

01/10/2020 – 29/11/2021 Bucharest, Romania

ASSOCIATE MANAGER – TAX ADVISORY KPMG ROMANIA

Type / Sector of Activity:

KPMG Romania is a subsidiary of the global KPMG network, one of the largest consultancy and professional services firms in the world. KPMG provides audit, tax advisory, and business consulting services, aiming to support organizations in achieving their strategic objectives and ensuring compliance with legal and market regulations.

Responsibilities:

- Planning and coordinating tax advisory projects for clients, ensuring timely delivery and compliance with quality standards;
- Providing tailored solutions based on the client's specific industry and applicable tax regulation;
- Offering support and representation before tax authorities during audits and inspections;
- Advising clients and defending their positions under national tax legislation in international arbitration hearings (e.g., Paris Court of Arbitration);
- Guiding junior and senior team members to ensure the accuracy and efficiency of deliverables;
- Organizing client training sessions to enhance the technical knowledge and competencies of their staff;
- Supporting M&A projects by analyzing the tax implications of transactions, including tax due diligence and post-transaction integration;
- Collaborating with other KPMG member firms abroad to provide tax assistance to international clients.

21/03/2016 – 30/09/2020 Bucharest, Romania

SENIOR CONSULTANT – TAX ADVISORY KPMG ROMANIA

Type / Sector of Activity:

KPMG Romania is a subsidiary of the global KPMG network, one of the largest consultancy and professional services firms in the world.

KPMG provides audit, tax advisory, and business consulting services, aiming to support organizations in achieving their strategic objectives and ensuring compliance with legal and market regulations

Responsibilities:

- Preparing/reviewing deliverables for clients – e.g., tax returns, tax advisory reports, etc.;
- Advising clients during tax audits, offering support in clarifying and justifying tax positions
- Advising and defending clients' cases under national tax legislation in international arbitration hearings (e.g., Paris Court of Arbitration);
- Constantly staying up to date with legislative changes and analyzing their impact on clients;
- Reviewing deliverables prepared by junior consultants and ensuring compliance with client requirements and tax regulations;
- Assisting in the development of management strategies for existing projects and in attracting new clients.

11/05/2015 – 20/03/2016 Drobeta Turnu Severin, Romania

SALES AND MARKETING COORDINATOR METAL BAND TRADING SRL

Type / Sector of Activity:

Metal Band Trading is a company part of the international Metal World Spa network, which specializes in the production and sale of professional tools for woodworking, plastic, and light alloy processing.

Responsibilities:

- Defining and managing short-, medium-, and long-term sales objectives to increase company revenues and market share in Romania;
- Identifying and assessing market trends, competition, and expansion opportunities into new markets;
- Coordinating the sales team and ensuring its performance through clear objectives and continuous motivation;
- Evaluating the sales team's performance, providing feedback, and identifying corrective measures when necessary;
- Identifying the most effective promotional channels for industrial products.

02/09/2013 – 08/05/2015 Bucharest, Romania

JUNIOR CONSULTANT – TAX ADVISORY KPMG ROMANIA

Type / Sector of Activity:

KPMG Romania is a subsidiary of the global KPMG network, one of the largest consultancy and professional services firms in the world. KPMG provides audit, tax advisory, and business consulting services, aiming to support organizations in achieving their strategic objectives and ensuring compliance with legal and market regulations.

Responsibilities:

- Collecting and analyzing clients’ tax-related documents;
- Conducting research on national tax legislation, applicable regulations, EU directives, and their impact on client businesses;
- Assisting in the preparation of client deliverables under the guidance of a senior consultant or manager
- Participating in M&A projects by conducting preliminary tax analyses
- Drafting correspondence with tax authorities on behalf of clients.

01/10/2011 – 01/09/2013 Drobeta Turnu Severin, Romania

SALES AGENT METAL BAND TRADING SRL

Type / Sector of Activity:

Metal Band Trading is a company part of the international Metal World Spa network, which specializes in the production and sale of professional tools for woodworking, plastic, and light alloy processing.

Responsibilities:

- Identifying potential clients and business opportunities in the target market;
- Analyzing the market to understand customer requirements and identify high-potential market segments;
- Presenting the company’s products, their technical specifications, and benefits;
- Preparing and sending customized commercial offers based on client requirements and specifications.

EDUCATION AND TRAINING

27/01/2023 – 30/05/2024 Bucharest, Romania

MBA PROGRAM Academy of Economic Studies - Bucharest Business School

01/10/2013 – 30/06/2015 Bucharest, Romania

MASTER'S DEGREE Academy of Economic Studies – Faculty of International Economic Relations

01/10/2010 – 30/06/2013 Bucharest, Romania

BACHELOR'S DEGREE Academy of Economic Studies - Faculty of Marketing

01/09/2006 – 30/06/2010 Drobeta Turnu Severin, Romania

HIGH SCHOOL DEGREE TRAIAN NATIONAL COLLEGE

LANGUAGE SKILLS

Mother tongue(s): **ROMANIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C1	C1	C2	C1	C2
ITALIAN	B1	B1	A1	B1	A1

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

● DIGITAL SKILLS

Good knowledge of the Microsoft Office suite (especially Excel, Word, PowerPoint)

● MANAGEMENT AND LEADERSHIP SKILLS

Management and leadership skills

- Strategic vision;
- Leadership;
- Ability to efficiently manage the company's financial, human, and technological resources;
- Management by objectives;
- Sustainable business management;
- Communication skills;
- Results-oriented analytical thinking;
- Flexibility and adaptability
- Negotiation skills;
- Tech-savvy and focused on process optimization through digitalization.

● COMMUNICATION AND INTERPERSONAL SKILLS

Communication and interpersonal skills

- Clear and persuasive communication;
- Active listening – giving full attention to the speaker to understand their concerns and perspectives;
- Presentation skill;
- Relationship building;
- Emotional intelligence;
- Adaptability in communication style;
- Giving and receiving feedback;
- Transparency and honesty.

● ORGANIZATIONAL SKILLS

Organizational skills

- Strategic planning – setting a clear vision and short-, medium-, and long-term objectives;
- Effective time management – efficient delegation, focus on high-value activities;
- Resource organization – financial resource management, human resource coordination, optimization of technological resources;
- Creating and maintaining efficient processes – standardization, automation, continuous improvement;
- Change management – coordinating transitions, communicating change, supporting the team;
- Promoting an effective organizational culture – aligning organizational culture with company vision and goals, transparency, and employee development.

● DRIVER'S LICENSE

Driver's license: Category B