



## SORINEL BOZA

### Personal statement

I am an intense, results-oriented, self-starter whose drive and sense of urgency are tempered and disciplined by his concern for the accuracy and quality of his work. My approach to anything I'm doing or I am responsible for will be carefully thought-out, based on thorough analysis and detailed knowledge of all pertinent facts. I'm strongly technically-oriented and I have confidence in my professional knowledge and skills to get things done quickly and correctly. With experience, I have developed a high level of expertise in my work and I am very aware of mistakes made either by myself or anybody doing work under my supervision. I'm taking my work and responsibilities very seriously and I expect others to do the same. Imaginative and venturesome, I am a creative person, capable of developing new ideas, systems, plans or technology, or of analysing and improving old ones. I relies primarily on his own knowledge and thinking, with little reference to others, to get things done. I set a high, exacting standard for myself, and generally finds that others do not meet that standard

### Key Skills

- I am extremely loyal and committed ( I was working 20 years in the same company)
- Highly results driven
- Enthusiastic and dynamic
- Good motivator
- Strong people leadership
- Hard worker, hands-on
- Turnaround manager
- Role model
- Can face difficult situations
- Strong energy
- Field oriented
- Venturesome, can take risks
- I have a global view and transversal on the plant I manage
- I am a change agent who is not afraid to vigorously attack difficult organizational issues

In a management role, I will most strongly express the following behaviours:

- Both broadly focused and tactically cognizant; global thinking is the first priority moderated by a drive for details, accuracy, and correctness

- I am a self-reliant and independent with a great deal of confidence in my ideas, opinions, and knowledge; I'll have define opinions about how things should be done and prefer at least some hands-on knowledge of what I manage
- Fast paced and eager for results, tempered by a drive to ensure accuracy and completeness; I interpret deadlines literally and drive my team hard to meet them
- Slow to trust others until they have produced accurate, timely results consistently
- Demanding, creative, and exacting; always striving to do things better, faster, and with greater precision; I'm focused more on solving problems than celebrating or praising solutions

## **Employment History**

### **OPERATIONS DIRECTOR, IMERYS GROUP FRANCE**

*(May 2016– presence)*

#### **Achievements and responsibilities:**

- Leads change for the division by developing a continuous improving system and culture that advances the plants performance through metrics and benchmarking and delivers measurable improvements to profitably
- Be an enabler for change in Safety culture on division level
- Follow-up and make sure largest capex are implemented on time, on budget and that the New Process idea pipeline is full
- Operation sites under responsibility: Greece, Bulgaria, Italy, France, Germany, Hungary, Turkey, Georgia, Morocco, US, Brazil, India, Saudi Arabia
- Ensure the efficient operation of division productions units and the continuous effort for improving the productivity and other key performance indicators and standardises across similar plants through KPI's and continuous improvement methodology
- Leads improvements in overall plant performance and promotes best practice sharing amongst the operations
- Leads change management processes to ensure global synergies and efficiencies are met and correspond to the demands of the PAM strategy. Identifies opportunities for integrating production operation or processes horizontally or related processes over multiple plants
- Champions the implementation of group EHSQ polities across the division to assure standards are met and promote a safety culture within the organisation
- Recruits team member, manages succession plans provides career paths and stimulating and motivating environment
- Manage the team to ensure that they take full responsibility for delivery of the projects with a high work quality and credibilty, high technical standards , high efficiency and good value

### **INDUSTRIAL DIRECTOR, LAFARGE GIPSUM ROMANIA (SINIAT SA after Nov 2012)**

*(July 2011 – April 2016)*

#### **Achievements and responsibilities:**

- to manage the 3 plants and 2 quarries in order to fulfil the plasterboard and plaster production needed in Romania. Achieving all the industrial targets ( ME, BP, energy and fuel cost, raw materials cost and creating from Bucharest plant a model plant for our group instead of industrial performance)
- to create a safe work conditions and mobilize all plant employees and contractors on safety at work (behaviours and skills), by implementing of the group standards( Work at height standard, Lototo standard, Visible field leadership[ standard, forklift standard etc). Incredible results on safety in all the plants( Bucharest plant 3500 days without LTA, Aghires plant 7200 days without LTA)
- to formulate the vision and set the priorities of the 3 plants and 2 quarries in order to achieve all the financial and performance targets.
- to prepare the annual plant budget and to ensure the constant follow up along the year
- define investment needed, CAPEX budget and to ensure execution of related projects

- prepare the plant O&HR review including the Plant team Assessment
- managing the start-up team for a new plant located in Turceni / Gorj ( 15 people from 4 countries and start-up budget 1MEuro
- build well motivated and highly performing management team for a new plant- start with Feb 2015
- working together with France technical centre specialists in product and new recipe developing – 12 different types of product already into the market
  - hiring 85 new people for a Turceni new plant in order to achieve to the current needs and define a short and long term strategy. Starting the new plant in Oct 2015 and achieving the ramp up program validated before with Technical center.
- managing the supply chain department in Romania and implementing the transporeon program for better management of the transportation cost. Creating a new logistic team in Turceni plant and developing the new planner and a new export officer in order to be prepare to organize export from Turceni start with January 2016

## **Plant manager, Lafarge Gypsum Romania, Bucharest**

*(Sept 2010 – July 2011)*

### **Achievements and responsibilities:**

- to manage the Bucharest plant in order to fulfil the plasterboard production needed( 100 employees + 6 department managers)
- to improve the performance of the plant by implementing the predictive maintenance tools, Maintenance program, RCFA analysis for each stoppage of the plant>1 hour, engagement of the plant team and creating a collaborative spirit between departments
- to formulate the vision and set the priorities of the plant
- to prepare the annual plant budget and to ensure the constant follow up along the year
- to define investment needed, CAPEX budget and to ensure execution of related projects
- to prepare the plant O&HR review including the Plant team Assessment
- to establish high quality standard on contractual mode with the marketing. Monthly meeting between departments and creating a common targets
- to develop a customer orientation culture for all the plant personnel by organising visit of our customers and understanding their needs.
- To define the potential of performance improvement, the action plants and the resources. Drive the action in the plant
- To elaborate the succession plan and training of the people at all level in order to preserve or to develop the key competencies
- To represent the company in front of the local authorities and the union representatives
- To manage the activity in Nucsoara gypsum quarry in order to assure that the gypsum received is good from quality and quantity point of view. Developing a new safety culture in the quarry in order to assure a safe place for our workers.

## **Investment Director – big projects Romania and Moldova Republic( East Europe)**

*(May 2008 – Sept 2010)*

### **Achievements and responsibilities:**

- to create and develop a new investment team for biggest project in Lafarge Ciment Romania( hiring and developing 6 new engineers
- Project Director for a New cement mill – Budget 30.1 MEuro
- Project Director for New quarry and marl transporters from the quarry to the plant – 52 MEuro
- Project Director for the biggest clincher silo in the world in Medgidia plant – 16.5 MEuro – 2 years project with more than 700 peoples from 8 different countries. No LTA and fatality during this project. The entire project it was recorded by Discovery channel and presented into

- Magastructures chapter in Oct 2010.
- Project Director for Fly ash project in MED – 10.5 MEuro – 1 year and half project which consisted in new facilities in Medgidia plant and Hoghiz plant and in 2 power stations Isalnita and Turceni
  - to create and develop a new investment team in Hoghiz plant. Hired a new investment responsible and trained him in order to manage all the small plant projects allocated for Hoghiz plant
  - Responsible for BU investment budget including monthly reports, cash flow, booking anticipating.
  - Member of negotiating team for all major contracts. Slashed payroll/benefits administration costs 15% by negotiating pricing and fees, while ensuring the achieving the project budgets.

## **Maintenance and Investment Director - Lafarge Ciment Moldova republic**

*(January 2005 – May 2008)*

- Organize and manage human, financial and material resources departments to optimize the quality of its services and its technical and economical performance
- Ensure optimum equipment availability and performance in the short, medium and long term at minimum cost
- Implement and develop the Lafarge maintenance functions and mindset. Responsible for Maximo tool and maintenance project implementation
- As a member of the plant management team, I contribute the overall performance improvement of the plant ,ensuring coordin
- Member of Cement plant integration team in Lafarge structure. Member of acquisition group for Rezina plant
- Responsible for 30 Millions Euro investment plan in Rezina
- Project Director for New Coal Mill project in Rezina – 2 years project and first project for Lafarge Group with one Chinese supplier ( Sinoma Group)
- Member of integration team after acquisition of Lafarge Karaganda Russia

## **Education**

**1.University of Petroleum and Gases – master degree in Mechanical and Electrical Engineering**  
*(September 1990 – June 1995)*

**2.University of Virginia USA – Root cause analysis and Methods solving problems – 2 months intensive training***(Oct 1999 – Nov1999)*

**3. Lafarge University Paris – From management to excellence – 8 months training in Canada/USA/France –**

**3. English training – Montreal Canada Group CCL . Toeic score 890 points**

**4. Lafarge University Paris – management training . Lead the group training- 2009**

**5. Lafarge University Shanghai – 6 sigma and Plant operating Model training.- 2010**

## **Achievements**

- awarded with **“THINK BIG”** special distinction at **Business Magazine** and **Forbes Magazine** by an independent jury
- as one of the **100 best managers in Romania** for the impressive industrial accomplishment – **2010 and 2012**
- awarded with **MANAGER OF THE YEAR 2010** distinction in **Lafarge Group**
- member of **CO2 reduction working group in Romania**

## **Hobbies & Interests**

Music, skiing, local environment, reading , participation on environment activities

## **References**

References are available upon request.