



# Adesola Sotande– Peters

## Chief Financial Officer

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**Accomplished CFO with expertise in crafting financial strategies, managing risks, and inspiring high-performing teams.**

Seasoned professional with proven track record of finance leadership in multinational markets, including Great Britain, Kenya, Cameroon, Nigeria, and the UAE. Excel at driving sustainable growth, enhancing financial processes, and delivering exceptional results. Expertise spans various industries and markets, including banking, FMCG, manufacturing, telecoms, and maritime. Skilled at integrating core values into business strategy and nurturing talents for next generation of business leaders. Remarkable ability to lead and manage large cross-functional teams with outstanding success, effectiveness, and efficiency. Serving as Chairperson, Women Empowered for Leadership Advancement and Development (WELEAD) from 2017.

## Areas of Expertise

- Financial Management
- Budgeting & Forecasting
- Financial Analysis
- Risk Management
- Investment Strategy
- Tax Compliance
- Capital Allocation
- Team Management
- Business Growth

## Accomplishments

- Collaborated with HR for high-potential recruitment and managed fiscal activities, including budgeting and auditing.
- Guide and empower young individuals through daily updates on personal website [HearAdesolaOut – Adesola Sotande–Peters](#), containing motivational quotes and blogs, fostering both their personal and professional growth, and promoting a harmonious life-work balance.
- Led overhead forecasting and reporting, achieving company targets through dynamic actions and drove return on marketing investment savings by implementing ROMI analytics and tracking.
- Headed Unilever Nigeria Plc through successful N58.85B rights issue, oversubscribing by 120% and managed divestment of Unilever spread business.
- Implemented controls and governance framework across multiple markets to step change the governance agenda.

## Career Experience

Godrej Consumer Products Limited, Africa, US & Middle East

12/2021 – Present

## CFO

Collaborate with cluster CEO to provide strategic financial support. Deliver quality financial analysis to CEO, board, and global teams. Institutionalise governance, processes, and compliance improvements. Manage financial control, audits, operations, and annual budget planning. Ensure timely reporting, compliance, and CAPEX decisions. Monitor financial systems for business plan delivery and objective achievement. Identify and assess financial and business risks regularly. Maintain regulatory compliance with internal and external requirements.

- Implemented strong governance framework with clear processes and introduced governance meeting to address key risk areas for board.
- Directed cluster-wide annual budget and financial planning and led finance team, fostering positive culture.
- Led transformational change to align with company strategy.

### **Unilever Nigeria PLC & Unilever Ghana Ltd., Ghana, Nigeria & Africa Controls**

**01/2018 – 12/2021**

Vice President, Finance/Interim Managing Director

Exercised interim managing director position alongside Vice President, Finance (Africa Controls). Supervised daily company operations, provided inspired leadership, and made high-level policy and strategy decisions. Reported to company board, collaborated with senior stakeholders, and developed operational policies and strategic plans. Served as company's primary spokesperson and contributed to defining values, mission, and long-term goals.

- Identified and addressed organisational issues and opportunities, while also establishing alliances and partnerships with external organisations.

### **Vice President, Finance**

**01/2018 – Present**

Provided financial decision support to country leadership, with full accountability for business results and target setting. Collaborated with supply chain leadership to oversee S&OP, inventory targets, VIP savings, and assortment transition. Managed performance reporting, internal reporting, and financial control. Led control and governance agenda at Unilever Africa. Coordinated financial control and reporting initiatives, ensuring timely results. Provided guidance on accounting implications of business decisions. Supported global finance functions and chaired internal pension board. Represented country or cluster in financial flexibility team. Engaged in investor relations and demonstrated visible leadership. Served as public speaker, executive sponsor, and chair of finance leadership team. Contributed to global initiatives such as effective business partnerships, return on marketing investment, and careers and learning.

- Partnered with management to allocate resources for optimal performance and oversaw trade spend governance, debtor management, and customer profitability.
- Managed marketing functions, including A&P governance and business case approval and ensured accurate financial forecasting and trade-off decisions.
- Led S&OP meetings, supervised financial statement integrity, and managed real estate strategy.

- Played lead role in local M&A and post-acquisition integration and designed and implemented advocacy plans, engaging with regulatory associations.
- Acted as senior finance liaison for external functions and spearheaded finance team's people agenda and functional resource committee processes.
- Developed and led cross-location teams.

## **Unilever, Ghana & Nigeria**

**01/2015 – 12/2017**

Finance Director

Served as business partner to senior vice president of Ghana and Nigeria Business Unit. Provided strategic financial advice to Nigerian and Ghanaian leadership, ensuring long-term value creation. Oversaw business planning, resource allocation, and marketing and trade investment levels. Led 5-pronged finance agenda, including effective business partnering and financial control. Monitored performance, prepared forecasts, and provided timely information to colleagues. Played critical leadership role in global initiatives, including ZBB and automation projects. Led investment optimisation, cost management, and sustainable growth. Ensured timely and accurate financial and management reporting. Monitored Nigeria Financial Shared Service Centre for accurate transactional services.

- Managed working capital during Nigeria's FX crisis and liquidity challenges, earning recognition from global CEO.
- Directed control agenda in Ghana and Nigeria and expanded responsibilities to cover entire Africa region.
- Built and inspired high-performing finance team in Nigeria and Ghana and led finance partnerships for brand building and customer development, owning information and reporting agenda.
- Supervised financial activities at factories to ensure accurate reporting and operational control.

## **Guinness Camerron Hub, Douala**

**07/2012 – 11/2014**

Finance Director

Championed BPM mechanisms for clear financial direction and informed decision-making. Provided commercial insights and direction to GM and executive team. Implemented platform for accurate transactions and reliable, clear data.

- Overhauled financial control processes and implemented profitable system and established robust framework for international corporate governance standards.
- Successfully stabilised SAP, SCC, and other change projects and built high-achieving finance team.
- Fostered strong cross-functional relationships with key stakeholders.

## **Additional Experience**

**Finance Director, Kenya Breweries Limited, East African Breweries Ltd., Nairobi**

**Head of Commercial Finance, Guinness Nigeria Plc., Nigeria**

**Management Accountant, Guinness Nigeria Plc., Nigeria**

**Financial Controller, EMEA Region, Openwave Systems (Europe Ltd.), UK**

**Senior Management Accountant, Informa Group, Lloyd's Maritime Information System, UK**

**Assistant Management Accountant, British Broadcasting Corporation Resources Ltd., Broadcast Engineering, UK**

**Finance Assistant, British Broadcasting Corporation Resources Ltd., Property Services, UK**

**Accounts Assistant, Peter Osalor & Co., London**

**Derivative Settlement Clerk, Sakura Bank, London**

## **Education**

### **MBA for Finance Professionals**

Manchester Business School, United Kingdom

### **Bachelor of Arts in Business Administration & Economics**

The American International University, London

## **Certifications**

- INSEAD, Unilever Women Leaders Virtual Coaching Programme, 2020 (Ongoing)
- Fellow, Institute of Chartered Accountants of Nigeria, 2019
- IE Business School/WimBoard Institute, Women on Boards, 2016
- Fellow, Institute of Credit Administration, 2015
- Lagos Business School, Advanced Management Development Programme, 2009
- Member, Institute of Chartered Accountants of Nigeria, 2007
- Fellow, Association of Chartered Certified Accountants, 2006
- Member, Association of Chartered Certified Accountants, 2000

## **Affiliations**

- Fellow, Institute of Chartered Accountants of Nigeria
- Fellow, Association of Chartered Certified Accountants
- Fellow, WIMBOARD Institute
- Member, Institute of Directors, Nigeria
- Associate member, Women in Management, Business & Public Services (WIMBIZ)
- Fellow, Institute of Credit Administration

## **Awards & Recognitions**

- Great Place to Work Exceptional Female Leader Award, 2019
- Association of Private Educators in Nigeria (APEN) Award for invaluable contribution to the African Economy and Nation Building, 2018
- CFO Awards – CFO of the Year (FMCG Category), 2017
- Unilever Finance Recognition Award, 2016
- First Nigerian and female Vice President, Finance in Unilever Nigeria Plc

## **Board Experience**

- Executive Director, Unilever Nigeria Plc, Nigeria. (2015 – 2021)
- Non-Executive Director Unilever Ghana Plc, Ghana (2018 – 2021)
- Non-Executive director at LONADEK Nigeria Limited
- Chairperson, Women Empowered for Leadership Advancement and Development (WELEAD)
- Advisory Board Member, Women on Boards (WIMBOARD).
- Executive Director & Finance Committee Chair, LEAP Africa
- Executive Director, Sygen Pharmaceuticals & Vice Chair Finance & Governance Committee
- Executive Director, Chika Foods
- Investment Committee Member, Aruwa Capital.
- Executive Director, Abumet Nigeria Limited. (Subsidiary of Julius Berger, Nigeria).
- Executive Director, NestOil Limited. Member of Finance & sustainability Committee

## Speaking Engagements

- Paid on Purpose, How to Turn Everyday into a Perfect Day, 1 February 2020.
- Women Inspiring Impact Network (WiiN), Unscripted and Unstoppable: Staying Resilient on the Journey to Lasting Career Success, February 2020.
- Andersen Tax Breakfast Seminar Series, Navigating the Economic Crisis – 2020 Strategy, December 2019.
- Paid on Purpose Roundtable, how do you Consistently Deliver High Performance, 27 February 2019.
- PWR Roundtable, have you Suffered from Burnout? 18 November 2018.
- 9th Annual Conference of Association of Private Educators in Nigeria, Transforming School Culture: Liberating Mindsets for a Holistic Approach, November 2018.
- EuroFinance Conference – London, Effective Finance & Treasury in Africa, 10 March 2017.