

# Sandrine Massiani

Date of birth 19 February 1971  
Nationality French

## Career history

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- Since 2007 **ProCredit Holding**  
Frankfurt, Germany  
**Since 2017: Member of the Management Board**  
Responsible for human resources, risk control, financial risk management, operational risk management, IT, business support, compliance and internal audit  
**2015 – 2017: Manager Human Resources, IT**  
Responsible for human resources and IT  
**2011 – 2015: Co-ordinator for Group Human Resources**  
Responsible for the development and implementation of the human resources function in all ProCredit institutions  
**2007 – 2011: Regional Co-ordinator for Africa**  
Responsible for the overall co-ordination and development of the activities of the group in Africa
- 2004 – 2007 **Développement et Finance International (DFI) SARL**  
Golfe Juan, France  
**Managing Director**  
Responsible for the company's commercial development, the organisation of operations, human resources and financial management
- 2003 – 2004 **IPC - Internationale Projekt Consult GmbH**  
Frankfurt, Germany  
**Project Co-ordinator and Short-Term Expert**  
Responsible for establishing a microfinance bank in DR Congo; led missions to Madagascar, Mali and Burkina Faso, Nigeria and Liberia to assess the feasibility of setting up financial institutions in these countries
- 1994 – 2001 **BNP Paribas / Banque Nationale de Paris**  
**Singapore:**  
Head of Management Reporting, Finance and Control Department  
**Frankfurt, Germany:**  
Assistant to the General Secretary, Financial Controller  
**London, UK:**  
Financial Analyst, Corporate Finance and Syndication Department

## Education

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- 2000 – 2002 University of London, Centre for Financial and Management Studies, London, UK  
M.Sc. in Development Finance
- 1992 – 1995 Institut d'Etudes Politiques de Paris, Paris, France  
M.A. in Political Science and International Relations – focus: developing countries
- 1991 – 1992 London School of Economics, London, UK  
Diploma in Accounting and Finance
- 1989 – 1992 Ecole des Hautes Etudes Commerciales du Nord, Lille, France  
B.A. in Business Administration – major: Financial Management
- Speaks French, English and German fluently, good working knowledge of Spanish