

CURRICULUM VITAE

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Title	Risk & Compliance Expert / Financial Management / Capacity Building	
Nationality	Beninese	
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Professional qualifications		
University degree(s)		
Date (from - to)	Institution	Degree(s) or Diploma(s) obtained
2009 - 2010	Institut International de Management (Benin)	Master 2 in company audit and finances (with distinction)
2008 - 2009	University of Paris X – Nanterre (France)	Master (Pro) 2 in conception and management of digital and territorial projects (honourable mention)
2006 - 2007	University of Abomey-Calavi (UAC)	University studies and specialization diploma - project management and local development
1996 - 1997	University of Abomey-Calavi (UAC)	Degree in company management - specialty area: audit and controlling
1995 - 1996	University of Abomey-Calavi (UAC)	Bachelor of Science (B.Sc.) in Economics – Science of Management
Professional training(s)		
Date (from - to)	Institution and title of training	
06/2022	Training on Fraud and Risks Management, Forma-Conseils, Halluin, FRANCE	
12/2020	Project Management - Specialization Project Impact Assessment (Project Impact Assessment V2), Central Lille, FRANCE	
12/2020	Project Management - Specialization and Problem-Solving Methodology (Problem Solving Tools and Methodology), Central Lille, FRANCE	
05/2020	Training needs analysis and course curriculum development, Media-Coach, Quebec, CANADA	
06/2013	Financial Management Training, Fraud Prevention and Detection, Swiss Tropical and Public Health Institute's (Swiss TPH) System and Performance Unit, Dakar, SENEGAL	
08 - 09/2011	Training on moderation techniques funded by GIZ	
05/2008	Teaching initiatives/public governance projects in the world: successes, failures, challenges and prospects (World Bank)	

Language skills (1 – excellent; 5 – basic)			
Language	Reading	Speaking	Writing
French	1	1	1
English	1	3	1

Relevant work experience

Project (from – to)	“Agent Fiscal pour les subventions du Fonds Mondial et Assurance Provider pour les subventions GAVI au Tchad” (22/07/2024 – 25/01/2025)
Place	CHAD
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	Task 1 – Support to the Internal Audit Unit & Internal Control Strengthening - Supported the on-boarding of the new Principal Auditor and Junior Auditors of the Internal Audit Unit; drafted an operational manual, templates and toolbox for the conduct of internal audit missions in compliance with IIA standards. - Supported the Head of Internal Audit in finalizing the internal audit charter and establishing quality control procedures for audit reports. - Delivered training on internal audit roles, responsibilities and procedures; clarified the respective mandates of the Fiduciary Agent (FA), Local Fund Agent (LFA) and internal/external auditors. Task 2 – Risk and Control Matrix & Internal Control Framework (COSO) - Designed and implemented a risk and control matrix covering identification, assessment and mitigation of critical operational, financial and fraud risks, in line with COSO, COCO and ISO standards.

	- Conducted a comprehensive risk assessment in conjunction with the PMU, documenting risks and mitigation measures in a risk and control register; defined key controls including segregation of duties, asset control, transaction approval, delegation of authority, reconciliations, management review and physical inventory. - Proposed a process for updating and monitoring the key control matrix and the risk and control register to adapt to changes in the operational and emergency context. - Assisted the PMU in developing the annual internal audit plan, ensuring its approval and appropriate execution; introduced an annual internal auditor's report on the effectiveness of the risk management process. Task 3 – Compliance Monitoring & Capacity Building - Monitored and assessed the effectiveness and efficiency of the PMU's internal control system; formulated recommendations for compensatory controls adapted to the operational context. - Accompanied the internal audit unit on audit missions for on-the-job training and mentoring; reviewed audit reports for quality control purposes. - Delivered capacity building trainings; maintained and updated the Capacity Building Plan and Capacity Building Intervention Tracker; reviewed and updated the Staff Performance Evaluation procedure.
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Project (from – to)	“Agent Fiscal pour les subventions du Fonds Mondial et Assurance Provider pour les subventions GAVI au Tchad” (08/01/2024 to 02/02/2024)
Place	CHAD
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	- Maintained and updated the Capacity Building Plan including the Capacity Building intervention tracker. - Insured the review and support update of the Staff Performance Evaluation procedure. - Delivered various Capacity Building Trainings

Project (from – to)	" The GF & Gavi Fiscal Agent project II in DRC " (28/11/2022 – 31/04/2024)
Place	DEMOCRATIC REPUBLIC OF CONGO (DRC)
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	- Support to the Internal Audit Unit Part 2 - Support to CAGF's Risk Management - Review of the HR function at PR - Preparation of workshop on the Development of the Capacity Building Plan for the period from January 2024 to December 2025 - Conduct workshop activities Identification of current weaknesses and joint elaboration of capacity building activities/measures to address these weaknesses for the period from January 2024 to December 2025. - Development of the Capacity Building Plan for the period from January 2024 to December 2025 including fine-tuning of the Capacity Building Plan with the partner and submission of the Capacity Building Plan 2024-2025 as agreed with the partner to the donors for approval

Project (from – to)	“Chad Fid Agent IV TGF” PFM-TCH21TGF7500 (14/02/2023 to 02/03/2023)
Place	CHAD
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	- Objective: Conduct capacity building on PU/DR - Provide hands-on assistance in the pro-cess of preparation, step-by-step filling and submission of PUDRs covering the period from January 1, 2022 to December 31, 2022. ✓ PR, Treasury Reconciliation Statement ✓ SRs, Cash Reconciliation Statement ✓ Total Expenditures (RFA) ✓ C19RM Expenditures (RFA) ✓ Forecast and Disbursement Request ✓ Fiscal Report.

Project (from – to)	“Chad Fid Agent IV TGF” PFM-TCH21TGF7500 (05/10/2022 to 30/11/2022)
Place	CHAD
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	- Update of the Situational Analysis, the Capacity Building Plan & Tracker as well as the Capacity needs assessment, especially for newly hired staff - Review the organizational chart and assurance that functional roles and levels are well defined - Implementation of a PR performance framework - Conduct capacity building trainings ✓ New PU/DR reporting template and Pulse Check ✓ New financial reporting template Gavi

Project (from – to)	" The GF & Gavi Fiscal Agent project II in DRC " (21/08/2022 to 10/09/2022)
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Place	DEMOCRATIC REPUBLIC OF CONGO (DRC)
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	• <u>Institutional Strengthening</u> • Support the Internal Audit Unit through the On-boarding of the new Principal Auditor being recruited and the Junior Auditors of the Internal Audit Unit • Draft an operational manual, documents/templates and a toolbox for the conduct of internal audit missions. • Support the Head of Internal Audit in finalising the internal audit charter. • <u>Training</u> • Internal Audit: Roles and Responsibilities and Procedures for Conducting an Internal Audit Mission • Role of the Fiduciary Agent (FA), Local Fund Agent (LFA) and internal and external auditors

Project (from – to)	"Mali Fiduciary Agent Services IV TGF " (04/07/2022 to 17/08/2022)
Place	REPUBLIC OF MALI
Employer	GFA Consulting Group/The Global Fund
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	• Support to the elaboration of the PUs of the different entities (UMRSS, CSLS and ARCAD) by 30 June 2022; • Validation of the Capacity Building Plan with all actors (UGP, UMRSS, CSLS, ARCAD); • Training of the staff of UGP, UMRSS, CSLS on: ✓ Eligibility of expenditures and Global Fund recovery procedures ✓ Presentation and structure of GF/GAVI budgets ✓ Budget review procedures • On-boarding of the Internal Auditor (Assistant) of the Internal Audit Unit • Support to the development of the internal audit charter

Project (from – to)	"Mali Fiduciary Agent Services IV TGF " (07/03/2022 to 24/06/2022)
Place	REPUBLIC OF MALI
Employer	GFA Consulting Group/The Global Fund
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	• Training of the different entities (UMRSS, CSLS and ARCAD) on the PUDR. • Support to the elaboration of the Financial Statements of the different entities (UMRSS, CSLS and ARCAD); • Support to the elaboration of the PUDRs of the different entities (UMRSS, CSLS and ARCAD); • Assistance of the FA to the PRs during the external audit mission. • Elaboration of the Capacity Building Plan (CBP) of the different entities (UMRSS, CSLS and ARCAD).

Project (from – to)	"The GF & Gavi Fiscal Agent in DRC" (09/12/2021 to 28/02/2022)
Place	DEMOCRATIC REPUBLIC OF CONGO (DRC)
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	• On-boarding and coaching of the new RAF; • Review of CAGF/CGPMP's KPI (Cadre de performance) and introducing/reviewing a process for quarterly review/update including related monitoring and tracking. • Set-up a Capacity Tracker for tracking of weaknesses/gaps and CAGF/CGPMP's capacity. • Review of the process of annual Staff Performance Evaluation including review of templates and tools applied.

Project (from – to)	"The GF & Gavi Fiscal Agent in DRC" (03/05/2021 to 08/12/2021)
Place	DEMOCRATIC REPUBLIC OF CONGO (DRC)
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	• Preparation of a gap analysis (PR/DPS assessment); • Development of detailed recommended mitigation measures or capacity building action; • Validation Workshop with involved entities; • Filling of the Capacity Building Plan;

Project (from – to)	"The GF & Gavi Fiscal Agent in DRC" (08/02/2021 to 22/02/2021)
Place	DEMOCRATIC REPUBLIC OF CONGO (DRC)
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance
Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	• Prepare a desk review of relevant documents & reports and list recommendations for each capacity building subject identified in the documents. Prepare an overview of all reviewed documents with an exact title. • Present the findings to GFA HQ Team and the team leader.

Project (from – to)	Strengthening of the National Response to HIV/AIDS (PFM-TCH19TGF5724) (15/11/2020 to 31/12/2020)
Place	CHAD
Employer	GFA Consulting Group/The Global Fund/GAVI Alliance

Position	Consultant / Capacity Building Expert (Fiscal Agent)
Task description	Principal Recipient capacity assessment and preparation of a capacity building plan (CBP) including a tool for monitoring capacity building measures The objective of the CBP is to present: - Weaknesses/gaps identified by management areas; - Required strengthening measures; - The entity that will provide the strengthening measures; - The timeline for the strengthening measures, including milestones and deadlines.

Project (from – to)	Technical assistance to the CRS/MADAGASCAR Country Team / NFM3 budget in the preparation of the TB funding application (01/06/2020 to 15/10/2020)
Place	MADAGASCAR
Employer	Catholic Relief Services (CRS) /The Global Fund
Position	Consultant / Finance Expert
Task description	- Reviewing funding application documents; - Document initial comments and recommendations on the budget; - Exchange with the country team and the technical officer; - Develop instructions and orient the financial officers of the CP on budget revisions and tasks to be undertaken; - Review comments from TRP funding requests and synthesize budget-related comments and recommendations with/in favour of the CP team; - Propose and develop budget revisions in response to TRP comments.

Project (from – to)	Global Fund High Performing Implementers Initiative (01/05/2020 to 30/09/2020)
Place	BALTIMORE USA (Remote work)
Employer	Catholic Relief Services (CRS)
Position	Consultant / Capacity Building Expert
Task description	<u>High Performance Initiative (HPI)</u> - Develop a first draft of content for a set of solutions, organizing the content according to three pillars of capacity building (CB, IS, A), leveraging existing resources (internal and external) and prioritizing the tools that PCs and end-users need most; - Submitting the first draft content for further internal review and end-user consultation; providing necessary guidance, upon request, to the CP focal points involved in the end-user consultations. - Develop a second draft content of the solution package, organizing it according to the three pillars of capacity building (CB, IS, A), making use of existing resources (internal/external) and prioritizing the tools needed by CPs and end-users; - Elaborate the final version of the content of the solution package, organizing it according to three pillars of capacity building (CB, IS, A), exploiting existing resources (internal/external) and giving priority to the development of the tools most needed by CPs and end-users.

Project (from – to)	Strengthening of the National Response to HIV/AIDS (PFM-TCH19TGF5724) (07/11/2019 to 21/12/2019)
Place	CHAD
Employer	GFA Consulting Group/The Global Fund/ GAVI Alliance
Position	Capacity Building Expert (Fiscal Agent)
Task description	- Support to give to FA (Fiscal Agent) who acts as technical assistant and expenses financial auditor mandated on BP in the course of its daily activities; - Strengthen capacities of UGP staff involved in TGF reporting system through selected module which is: "Training on QFR & PUDR: Preparation, elaboration, completion of slips, interpretations and projection of financial data, comments, etc. ..."; - Involve all Staff & Finance managers of Ministry of Health (SRs and DPS) by associating them with this end-to-end training; - Ensure that BP has a minimum staff able to control TGF Reporting system on all Modules selected at the end of this Training.

Project (from – to)	Strengthening of the National Response to HIV/AIDS, TB and Malaria (MRT-H-SENLS) (20/05/2019 to 12/10/2019)
Place	MAURITANIA
Employer	GFA Consulting Group/The Global Fund
Position	Senior Finance Officer (Fiscal Agent)
Task description	- Compliance reviews of payment requests for the HIV and Malaria grants - Ensure payment request are in line with contract or quotations and procedures manual - Support month-end closure and bank reconciliations for the HIV and Malaria grants - Support the preparation of financial reports for the HIV and Malaria grants (cash and expenditure reports, commitment reports, planned expenses reports, cash balance, etc...) and reconciliation with Fiscal Agent's approved payments - Ensure daily recording of payment request received by the Fiscal Agent and update these recordings after approval by the Fiscal Agent in the control system of the Fiscal Agent - Ensure monthly reconciliation of the Fiscal Agent's control system (triangle: bank statements, TomPro (accounting software PR) and payments approved by the Fiscal Agent)

	• Support development of a capacity plan and support activities of capacity strengthening suggested by the Fiscal Agent • Support the strengthening of capacities of the PRs in financial management and accounting • Support of the PR in using the new version of TomPro • Conduct compliance review and support the monthly inventory of fixed assets • Support PRs in implementing audit recommendations • Performing any other task that could be requested by the Team Leader or GFA HQ
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Project (from – to)	Strengthening of the National Response to HIV/AIDS, TB and Malaria (MRT-H-SENLS) (27/01/2019 to 12/02/2019)
Place	MAURITANIA
Employer	GFA Consulting Group/The Global Fund
Position	Capacity Building Expert (Fiscal Agent)
Task description	• Support to give to FA (Fiscal Agent) who acts as technical assistant and expenses financial auditor mandated on BP in the course of its daily activities; • Strengthen capacities of SENLS staff involved in TGF reporting system through selected module which is: "Training on QFR & PUDR: Preparation, elaboration, completion of slips, interpretations and projection of financial data, comments, etc. ..."; • Involve all Staff & Finance managers of Ministry of Health (PNLS, PNLP and PNLT) by associating them with this end-to-end training; • Ensure that BP has a minimum staff able to control TGF Reporting system on all Modules selected at the end of this Training.

Project (from – to)	Strengthening of the National Response to HIV/AIDS (MLI-H-HCNLS) (07/05/2018 to 18/05/2019)
Place	MALI
Employer	GFA Consulting Group/The Global Fund
Position	Capacity Building Expert (Fiscal Agent)
Task description	• In relation to the Financial Management capacity assessment performed by the Global Fund, ensure timely implementation of the action plan agreed upon by the Principal Recipient and the Global Fund within the first six months. • Assist in hiring of financial staff and in assessing the probation period; • Mentoring and coaching of PR and SR staff; • Provide formal training: hands-on training support on financial and accounting procedures including on best practices for financial management as it relates to budgeting, accounting and reporting; • Provide guidance and capacity building of sub-recipients on issues of finance – from contracting and banking issues to budgeting, accounting and reporting; • Ensure continuous support for the accountants of SRs; • Within the fourth quarter of year 1, produce a capacity building action plan for the second year and the plan for transitioning out the FiA.

Project (from – to)	CONSULTING FIRM MAX & FRATELLI CONSULTING (MFC SARL) (07/2015 – 05/2018)
Place	BENIN
Employer	Consulting firm Max & Fratelli Consulting (MFC Sarl)
Position	Managing Director/Consultant
Task description	• Tasks related to the Local Fund Agent (LFA) mandate (Swiss TPH Consultant to May 2018). • Technical assistance and support of the organizations and development projects in organizational management; • Accounting and financial audit; • Project and program assessment; • Assessment of the organizational, accounting, financial and structural capacity of the organizations.

Project (from – to)	LOCAL FUND AGENT (LFA) (06/2012 –05/2018)
Place	BENIN, DJIBOUTI, SENEGAL, GUINEA
Employer	Swiss Tropical Health Institute (Swiss TPH)
Position	Local Fund Agent of the Global Fund/Finance Expert/Consultant
Task description	• Budgetary review of the programs (Stage I, II, annual budgetary reprogramming, etc.) of the principal recipients (PRs) of different countries (Benin, Djibouti, Senegal, Guinea); • Support of the preparation of the PR's internal audit plans of different countries (Benin, Djibouti, Senegal, Guinea) according to the IIA internal audit standards; • Support of the preparation of the audit codes for each PRs; • Review of the half-year and annual internal audit reports of the different PRs; • Review of the external audit reports; • Monitoring of the implementation of the findings and the recommendations of: the diagnostic review of the OIG, the management letters of the Global Fund, the external audit reports on PR level as well as on SR level. • Review of the annual audit reports and the internal audit reports; • Institutional and organizational diagnosis of the PR; • Assessment of the organizational, accounting, financial and structural capacity of the PR (PR Assessment);

	• Review of the progress reports/disbursement requests of the programs (PUDR); • Regular monitoring of the activities of the PR and the SR; • On-site verifications; • Review/control of the bid documents submitted by the PR; • All the other tasks related to the LFA mandate; • Institutional and organizational audit of the Centre for Reflection and Action for Integrated Development and Solidarity (CeRADIS).
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Project (from – to)	TRAINING FIRM RENCAP (CAPACITY BUILDING) (2011 – 2013)
Place	BENIN
Employer	Training firm RenCAP
Position	Capacity Building Expert/Finance Expert
Task description	• Definition of the accounting and financial audit strategy based on the risk approach; • Training on validation procedures for the cash account during an audit mission: case of the cash and bank account; • Training on techniques for writing specifications and TORs; • Introduction to the financing of start-ups.

Project (from – to)	FIRM LID MANAGEMENT (06/2010 –06/2012)
Place	BENIN
Employer	Firm LID Management
Position	Consultant – Project manager / Finance Expert
Task description	• Restructuration of the National Coordination Committee (CNC Benin) responsible for the projects funded by the Global Fund to fight AIDS, Tuberculosis and Malaria (January 2010 - Dec. 2010); • Participation in the elaboration of management framework for the private sector PR (UGFM-SEIB SA) under the 9th VIH&RSS grant of the Global Fund. • Writing of the administrative, accounting, financial and technical procedures manuals of UGFM-SEIB SA; • Institutional and organizational audit of the manioc production units of VECOWA. • Development of a gender policy for the National Fund for the Environment and Climate. • Organizational, institutional and operative diagnosis of the NGO Platform of the prefecture of Kloti (PF-OSCK) TOGO; • Organizational, operative and financial audit of the Development Fund and Urban Facility (FAEU); • Drafting of administrative, accounting and financial procedures manuals of eight municipality associations in Benin. • Monitoring and capacity building of the structures and the staff after the end of each mission.

Project (from – to)	FIRM BEST-SD (09/2009 –06/2010)
Place	BENIN
Employer	Firm BEST-SD
Position	Consultant – Project manager / Finance Expert
Task description	• Qualitative evaluation of national programs and of the national strategic plan of Benin. • Institutional and organizational audits of health departments (CCM) • Elaboration of administrative, accounting, financial and technical procedures manuals for the coalition of the Beninese companies and private associations against AIDS, tuberculosis and malaria (CEBAC-STP).

Project (from – to)	CHARTERED ACCOUNTANTS FIRM COFIMA (01/2007 –09/2009)
Place	Benin
Employer	Chartered accountants' firm COFIMA
Position	Senior Accounting and Financial Auditor
Task description	• Accounting and financial audit of the support project for the National Authorizing Officer; • Accounting and financial audit of the AfDB projects EDUCATION III and IV for fiscal years 2005 and 2006 including audit of the financial statements, the ECD and the special accounts, review of the internal control and the loan terms and conditions. • Accounting and financial audit of the EU-funded Pan African project for the control of animal diseases (PACE - BENIN) for the fiscal year 2006; • Accounting and financial audit of the support project of the cotton sector; funded by the World Bank, fiscal year 2005-2006 including audit of the financial statements, the ECD and the special account, review of the internal control mechanisms. • Accounting and financial audit of the EU-funded Program to fight against child trafficking for the fiscal year 2005 including audit of the financial statements, review of the internal control; • Elaboration of the Manual of the administrative, accounting, financial and technical procedures of the decentralized urban management project (PGUD 2) funded by the World Bank; • Elaboration of the Manual of the administrative, accounting, financial and technical procedures of the Société du Matériel et des Travaux Publics (SMTP S.A); • Capacity building for the staff of public and private companies.

Project (from – to)	AGENCE DE MÉDECINE PRÉVENTIVE [PREVENTIVE MEDICINE AGENCY] (AMP) (06/2006 – 12/2006)
Place	BENIN, BURKINA FASO, IVORY COAST
Employer	Agence de Médecine Préventive (AMP)
Position	Internal controller
Task description	- Organizational and financial audit of the offices of the French NGO AMP of Cotonou, Abidjan, Bobo Dioulasso and Ouagadougou, including: - Organizational diagnosis and implementation of administrative, accounting and financial systems in each of the offices. - Writing of the administrative, accounting and financial procedures manuals. - Implementation of capacity building measures for the financial staff; - Implementation of tools to justify the use of the funds provided by the French Government and the Bill and Melinda Gates Foundation (2006).

Project (from – to)	CHARTERED ACCOUNTANTS FIRM BENIN EXPERTISE (10/2003 – 06/2006)
Place	BENIN
Employer	Chartered accountants firm BENIN EXPERTISE
Position	Accountant, Accounting and Financial Auditor
Task description	- Assist companies in the implementation of management tools; - Control of the accounts; - Preparation and analysis of financial statements; - Elaboration of administrative, accounting and financial procedures manuals; - Accounting and financial audit of development projects and programs including account control, procedures reviews, review of the internal control, Report writing. - Implementation of the accounting systems; - Capacity building for the staff of public and private companies; - Support and consultancy for companies and organizations.

References	
Name: Jean-Pierre Juif Position: Senior Project Leader Organization: SWISS TPH E-mail: jean-pierre.juif@swisstph.ch Address: Swiss Tropical and Public Health Institute Socinstrasse 57, P.O. Box, 4002 Basel, Switzerland Phone: + 41 79 777 9337 Relationship: Team Leader	Name: Mouctar BALDE Position: Project Director DRC & CHAD Organization: GFA CONSULTING GROUP E-mail: mouctar.balde@gfa-group.de Phone: +337 83 43 75 21 Relationship: Team Leader DRC (2021-2023) Project Director DRC, CHAD (2024 – 2025)
Certification: I declare that the information provided in this CV is accurate	
Signed	Date: June 15, 2026