

Jorge Sabater

Finance Transformation Executive for Complex CFO-Led Change

ERP Modernization · SAP S/4HANA · Shared Services · Operating Model Transformation · Global Delivery

Making complex finance transformation viable at global scale.



Available

Madrid / Amsterdam base

International mobility

Why Organizations Engage Me

I make transformation adopted and impactful — anchored in finance logic, enabled by technology, and proven across global complexity.

01

Finance-led transformation

Change anchored in P&L logic, finance judgment, and CFO priorities — not technology for its own sake. I bring real finance leadership to the program.

02

Technology-enabled execution

SAP S/4HANA and ERP modernization turned into adopted capability, with IT, integrators, and FinTech aligned to finance outcomes and clean delivery.

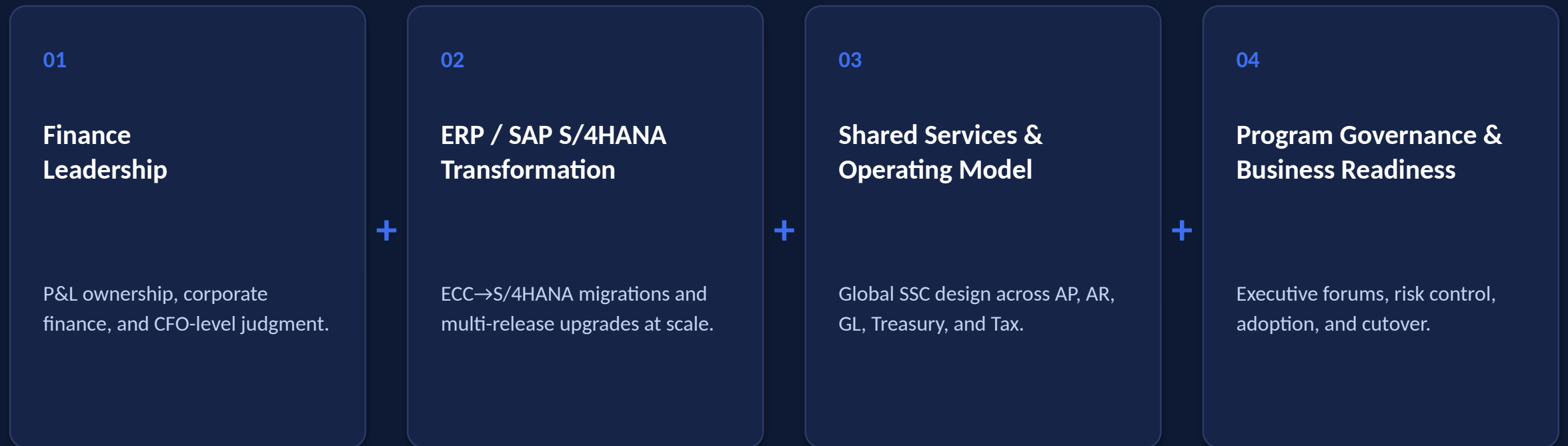
03

Global operating complexity

Shared services, multi-country processes, and cross-functional stakeholders managed precisely where transformations usually break: the boundaries.

Where I Create Differentiated Value

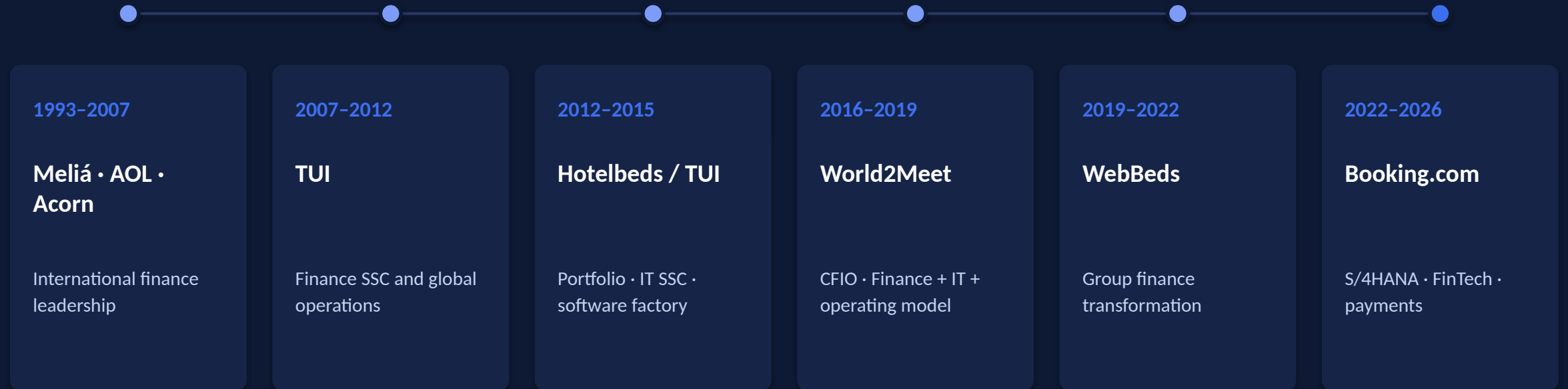
I operate at the intersection of Finance, Technology, Governance, and Execution.



Few leaders hold all four at executive depth. That combination is where complex, CFO-led change actually gets delivered.

Relevant Transformation Trajectory

A deliberately cumulative path: finance leadership → shared services → portfolio governance → ERP modernization → global transformation.



Selected Transformation Achievements

Booking.com

3 major releases

Global S/4HANA & payments transformation

Delivered ECC→S/4HANA, SAP 1909→2022, and the BHFS release in a high-volume, regulated FinTech and payments environment — as central orchestration point across Finance, FinTech, IT, and integrators (Accenture, SAP).

World2Meet

Finance + IT + operating model

CFIO operating-model build

As CFIO, aligned Finance, IT, and the operating model for a scaling travel group — standardizing processes and building governance and controls from the ground up.

TUI / Hotelbeds

20,000+ hrs / month

Portfolio • Finance SSC • IT SSC

Ran global Finance shared services (AP, AR, GL across 100+ countries) and, on the technology side, built portfolio, demand, testing, and rollout across an IT SSC and software factory — 80+ employees and 95 contractors.

Meliá

€200M convertible bond

Corporate finance & APAC leadership

Led a €200M convertible bond, debt financing, and financial risk management, with international finance leadership across APAC operations.

How I Lead Transformation

Not plans on paper — an execution system that keeps leaders, teams, and integrators aligned through real adoption.

01

Governance & decision rhythm

Executive forums and cadence that keep decisions moving.

02

Risk & dependency control

Surfaced early, owned, and tracked to closure.

03

Business readiness & adoption

Users ready, processes adopted, value sustained post go-live.

04

Cross-functional alignment

Finance, IT, FinTech, and integrators run as one system.

05

Process standardization

Consistency across countries, platforms, and teams.

06

Pace, transparency & accountability

Visible progress and unambiguous ownership.

Scale and Complexity Managed

30+

years of leadership

100+

countries supported

3

global regions

140+

Finance SSC employees

80+ / 95

employees & contractors

20,000+

software-factory hrs / month

High-volume travel, hospitality, payments, and FinTech environments • EMEA • Americas • Asia

Credentials



CERTIFICATIONS & EDUCATION

- **PMP • PgMP • PfMP**

Program & portfolio governance — PMI

- **SAP S/4HANA certifications**

Financial Accounting • Treasury • Sales • Sourcing & Procurement • SAP Activate

- **MBA — ESADE**

Executive general management

- **Harvard Business School**

Executive finance programs — Corporate Valuation & Financial Engineering

AVAILABLE

Preferred base

Madrid / Amsterdam

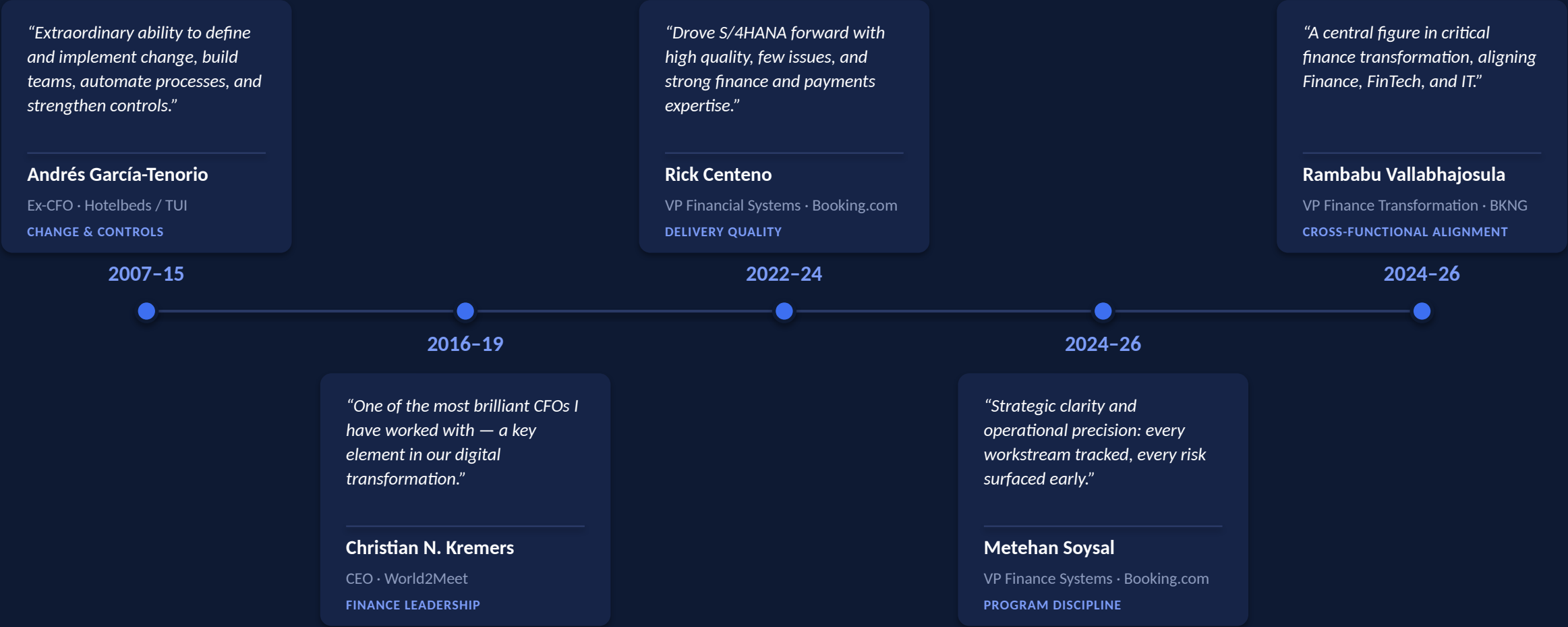
Mobility

International travel available

in/jorgesabater

jorge.sabater@live.com

What Direct Leaders Say



Consistent external validation: finance depth, transformation execution, executive presence, and delivery under pressure.