



Unlocking the Chemistry of Your Business

Younouss ADJIBI,

Chief Executive Officer | Global Strategy Executive | AI & Digital Transformation Leader | Finance, Risk & Innovation Executive

General Qualifications

Founder and executive leader with 20+ years of experience driving organizational transformation, enterprise growth, financial performance, risk governance, advanced analytics, and strategic innovation across government, financial services, international development, and technology-focused organizations. Proven ability to guide complex initiatives, build high-performing teams, develop strategic partnerships, and align business operations with long-term growth objectives.

Years with A's Initiative: 08

Years with Other Firms: 18

Degrees

B.S., 2006., Accounting, University of Ghana, Legon

M.S., 2012., Applied Economics, North Carolina A&T State University

Licenses/Certifications

Leadership Achievement

SKILLS – CORE COMPETENCIES

- Enterprise Financial Leadership
- Federal Budgeting & Capital Project Oversight
- Multilateral & International Development Finance
- Economic Policy & Applied Econometrics
- Regulatory Reporting (Basel III, CCAR, Treasury Capital)
- Risk Management & Contingency Modeling
- Financial Planning & Analysis (FP&A)
- US GAAP / IFRS Compliance
- Cost Engineering & Earned Value Management
- Institutional Reform & Process Optimization
- Data Analytics & Predictive Modeling (SAS, SQL, R, Python)
- Executive Advisory & Board-Level Reporting
- Multilingual: English, French (Native), Yoruba

EXECUTIVE LEADERSHIP HIGHLIGHTS

Enterprise Strategy & Growth

- 20+ years leading organizational transformation, strategic planning, and business growth initiatives.
- Founder and CEO of a technology-enabled advisory firm serving government, commercial, and international clients.
- Developed enterprise growth strategies supporting public-sector modernization, analytics transformation, and risk intelligence programs.
- Advised executive leadership teams on organizational performance, governance, and long-term strategic planning.

Artificial Intelligence & Digital Innovation

- Leading development of AI-driven analytics, cybersecurity intelligence, predictive modeling, and decision-support solutions.
- Experience integrating advanced analytics, automation, forecasting models, and enterprise intelligence platforms into strategic decision-making environments.
- Expertise evaluating emerging technologies and aligning innovation initiatives with organizational objectives.



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Financial & Operational Leadership

- Executive oversight of budgeting, forecasting, pricing strategy, capital planning, risk management, and financial governance.
- Extensive experience supporting multi-million-dollar programs, capital projects, and enterprise transformation initiatives.
- Proven ability to improve operational performance through analytics-driven management and strategic resource allocation.

Global & International Leadership

- Experience leading projects across North America, West Africa, and international development environments.
- Managed relationships with government agencies, multinational organizations, academic institutions, and global stakeholders.
- Strong understanding of international markets, economic development, and cross-cultural leadership.

Governance & Risk Management

- Deep expertise in enterprise risk management, regulatory compliance, internal controls, corporate governance, and performance management.
- Supported federal agencies and financial institutions in implementing governance frameworks, risk programs, and operational improvements.
- Trusted advisor to executive leadership teams navigating complex regulatory and operational environments.

EXPERIENCE

A'S INITIATIVE, LLC, United States

02/2018 - Present

Boutique advisory firm specializing in advanced analytics, financial strategy, cybersecurity analytics, and institutional strengthening for federal agencies and international partners.

Executive Leadership & Finance Oversight

- Lead enterprise financial strategy, governance, and growth execution.
- Direct budgeting, forecasting, pricing models, and capital allocation.
- Advise federal and state agencies on financial transformation initiatives.
- Oversee risk management, internal controls, and compliance frameworks.
- Spearhead analytics-driven decision intelligence systems.

Selected Engagements

- USDA–FAS Algeria (North Carolina State University)
- Guilford County, NC & City of Greensboro – Financial Advisory
- Benin–Ghana Staple Foods Economic Value Study
- ACER (Technical Consultant)

Impact

- Delivered finance transformation initiatives improving reporting accuracy and cost efficiency.
- Designed risk governance structures aligned with regulatory standards.
- Integrated predictive analytics into fiscal planning environments.

Michael Baker International, Los Alamos, NM.

01/2021 – 06/2023

Senior Risk Analyst (Risk Manager). Support Cost Engineering and Cost Estimating teams at DOE/NNSA. Provide analysis, and consulting services. Work with peers, Federal and Contractor Teams on several projects simultaneously to support technical deliverables, client relationship management and business development. Being the Risk Manager for six projects (with sub-projects), make in-house presentation on the status report to ensure client expectations are met, communicate encountered issues/problems and recommend solutions in timely manner and ensure on-time completion and delivery to the client.



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- Identify project risks, analyze risk registers, develop risk mitigation - propose risk acceptance plans and calculate cost and schedule contingency.
- Conduct cost management and risk assessment for multi-million-dollar capital projects in support of DOE/NNSA.
- Advise on financial process optimization and chart of accounts restructuring for enhanced reporting.
- Ensure regulatory compliance, internal audits, and process improvement initiatives.
- Provide expertise in financial modeling and scenario analysis to support strategic planning.
- Possess experience in Project Management providing leadership and management of project teams.
- Provide cost engineering, project controls, risk management and related services, plus business background in the federal sector.
- Possess and continue to add advanced experience in Cost Engineering, Risk Management, Planning and Scheduling, Earned Valued Management and Cost Management Consulting
- Provide development of technical work products with cost estimates, schedules and baselines
- Team leader (player) with natural abilities to integrate seamlessly and productively with the federal staff to maximize awareness of project needs.

Rollins, The CSI Company, United States

10/2019 – 12/2020

Senior Financial Analyst (Consultant). Responsible for establishing financial status by developing and implementing systems for collecting, analyzing, verifying, and reporting financial information and managing accounting staff. Prepared Monthly, Quarterly, and Year-End Financial Statements.

- Establishes financial status by developing and implementing systems for collecting, analyzing, verifying, and reporting financial information, and managing accounting staff.
- Establish financial status by developing and implementing systems for financial reporting and analysis.
- Maintain general ledger and reporting systems to ensure GAAP compliance.
- Lead month-end closing, financial reconciliations, and variance analysis to improve financial accuracy.
- Develop and maintain reconciliation schedules, month end closing checklists, finance metrics and research variances
- Provide strategic and day-to-day management of the general accounting function, working directly with the Director of Accounting & Financial Reporting
- Achieves accounting operational objectives by contributing accounting information and recommendations to strategic plans and reviews; preparing and completing action plans; implementing production, productivity, quality, and customer-service standards; resolving problems; completing audits; identifying trends; determining system improvements; and implementing change.
- Meets accounting financial objectives by forecasting requirements, preparing an annual budget, scheduling expenditures, analyzing variances, and initiating corrective actions.
- Confirms financial status by monitoring revenue and expenses; coordinating the collection, consolidation, and evaluation of financial data; and preparing special reports.
- Maintains accounting controls by establishing a chart of accounts and defining accounting policies and procedures.

Citi, Tampa, Florida

11/2016 – 12/2017

Senior Business Analyst. Responsible for planning, reporting, and financial analysis support for assigned lines of business and providing highly specialized financial consulting and analytical support. He has a strong knowledge of CCAR and Basel III rule implementation.

- Planning, reporting and financial analysis support for assigned line(s) of business and/or total segment level
- Provide highly specialized financial consulting and analytical support at the assigned line(s) of business and/or total segment level
- Import data from CitiRisk, evaluate them for accuracy
- Analyze and interpret regulatory requirements and regulations
- Strong knowledge in CCAR and Basel III rule implementation
- Ability to define, articulate and re-engineer complex processes and procedures, with appropriate controls, and think both strategically and tactically while driving meticulous execution



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- Strong attention to detail, willingness to “roll up sleeves” and produce a polished, high quality, accurate product; tireless work ethic with ability to work well under pressure
- Regulatory Reporting (Country Exposure Reporting, Basel Reporting, Wholesale, Risk, Treasury Capital Reporting)

TSG Accounting and Auditing Advisors, New York, NY

10/2014 – 09/2016

Management Consultant. Mr. Adjibi used his strong knowledge of US GAAP and IFRS convergence to collaborate and build relationships with key stakeholders and business process owners to drive successful execution of key strategic priorities. Responsible for implementing risk assessment process, leading, managing, and developing professionals while promoting a team environment.

- Strong knowledge of US GAAP and IFRS convergence
- Strong analytical skills with a robust working knowledge of Basel III RWA Standardized and advanced approaches
- Collaborate and build relationships with key stakeholders and business process owners to drive successful execution of key strategic priorities
- Compliance and financial risks across various departments or agencies
- Implement risk assessment process designed to identify trend and evaluation and report on the operations
- Strong understanding of the relevant risks and controls in areas of Treasury processes
- Communicate audit scope, audit protocol, status of issues or risks
- Recommendation to improve the end-to-end processes
- Effective in leading, managing and developing professionals while promoting a team environment.
- Supervise and manage a group of staffs 10-15 members at time
- Audit quality control team and highly technical with solid interpretation of technical accounting pronouncements in difficult areas of accounting

SOCPP Holding, Inc. New York, NY

06/2013 – 10/2014

Financial Economist. Responsible for evaluating and validating economic data to determine adequate values for financial securities, economic trends associated with risks for price determination. Assisted in valuing the risk associated with petroleum prices outside of the SOCPH Holding INC core pricing based on the interpretation of data analysis, conclusions, and recommendations.

- Evaluated, validated economic data and determined adequate values for financial securities, also economic trends associated with risks for price determination
- Assisted in establishing the process to evaluate and enhance the guaranty fee pricing scheme using logistic regression or alternative quantitative methods.
- Assisted by valuing the risk associated with petroleum prices outside the scope of SOCPH Holding Inc. core pricing based on the interpretation of data analysis, conclusions and recommendations.
- Served as a liaison between the analytics and accounting departments, explaining new economic research and pricing model changes to non-technical audience.
- Assisted in developing potential pricing and policy strategies designed to increase firm profitability and presented the options to executive management using both statistical and formal languages.
- Employed cost/benefit analysis to identify ways to improve the efficacy of the program.

North Carolina A & T, Greensboro, North Carolina

04/2011 – 05/2013

Research Assistant. Responsible for supervising and managing students to ensure proper execution and initiation of projects and tasks assigned. Assisted in Case Study on Songhai Centre (NGO) for Promoting Sustainable Agriculture, Sub-Saharan Research for collection of data and analysis, and Consumer Demand for Canola Oil in the United States at a retail level.

- Supervised and managed students to assure proper execution and initiation of projects and tasks assigned
- Collected, organized, and analyzed statistical data for various financial projects from a variety of sources.
- Built and validated special data sets for specific research projects.



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- Interpretation – English to French & dialects (Yoruba, Fon) between local farmers and the delegation
- Provided oral and written financial reports upon request and respond to queries/requests.
- Prepared charts, graphs, and other outputs for presentation of various data to non-technical and technical audiences.
- Assisted in contacting various public/private organizations to obtain necessary statistical and other relevant information for research projects.
- Performed Budget Analysis and Enterprise Budgets for farmers, and regression analysis for potential outcomes on projects/cases.
- Case Study on Songhai Centre (NGO) – Benin/Liberia (West Africa) (05/09/2012 – 05/23/2012)
Songhai Centers as Models for Promoting Sustainable Agriculture (MEAS #10, July 2014)
- Sub-Saharan Research – Collection of data and analysis (Ghana) (06/04/2012 – 06/24/2012)
- Consumer Demand for Canola Oil in the U.S. at the retail level by *Adjibi, Younouss Allabi*, M.S., NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY, 2012, 42 pages; 1534790

ConvaTec, Greensboro, North Carolina

10/2009 – 04/2011

Accounts Payable Specialist. Responsible for building a positive environment within the Finance Department, training new AP clerks, and assisting with attaining departmental goals and objectives.

- Built a positive team environment within the Finance Department. Worked with team members to ensure accurate and timely completion of all departmental responsibilities.
- Initiated resolution of problems and followed up on discrepancies between invoices and purchase orders.
- Assisted and train new AP clerks with day to day processes.
- Assisted AP Manager in attaining departmental goals and objectives.
- Generated financial reports such as incomes statements balance sheets, and ledgers.

Diamond Bank, Cotonou, Benin – West Africa

06/2007 – 06/2009

Internal Auditor. Monitored and maintained all bank audit functions, participated in all auditor reports and evaluation findings as well as working closely with external auditors. Participated in advisory projects and assisted management with achieving their objectives.

- Monitor and maintained all bank audit functions
- Participated in all auditor reports and evaluation of findings
- Worked closely with external auditors
- Participated in weekly internal bank committee meetings
- Ensured compliance of regulations, controls and procedures in self-audits
- Teamwork effort in implementing procedures to evaluate and safeguard assets and control risks
- Participated in advisory projects and assisted management with achieving their objectives
- Prepared and communicated audit findings to management, including recommendations for improvement and the sharing of best practices

PROFESSIONAL ADVANCEMENT

- Advanced Certificate in Environmental and Waste Management
- Certificate in leadership Achievement
- Vice President for Finance Graduate Student Advisory Council, NC A&T State University
- Academic Honors, Summa Cum Laude – NC A&T State University