

Stephan Pawlowski

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Profile

C-level and senior executive manager with decades of experience in IT services, cloud computing, consultancy and the systems integration sector. Proven track record in strategic transformation, scaling organisations, M&A support and establishing high-performing finance and sales structures. Focus on profitability, growth and operational excellence.

Core competencies

- Corporate Management & Strategy
- Finance & Controlling (responsibility for EBIT/EBITDA)
- Transformation & Restructuring
- M&A and post-merger integration
- Sales and Business Unit Management
- KPI-based performance management
- Building scalable organisations
- Stakeholder and Board Communication

Professional experience

10/2022 – 03/2026 – Managing Director / CFO / Shareholder – Public Cloud Group Holding GmbH

- Development and implementation of the financial and growth strategy
- Establishment of scalable financial and reporting structures
- Management of profitability, cash flow and liquidity
- Implementation of KPI-based management systems
- Responsibility for financial statements, compliance and governance
- Support for M&A processes and integrations

01/2017 – 09/2022 – Senior Vice President – CANCOM GmbH

- Overall responsibility for the Central Business Unit
- Responsibility for turnover, profit and EBIT
- Turnaround of a loss-making organisational unit
- Doubling of EBIT within three years
- Establishment of a 140-strong organisation
- Introduction of CRM, reporting and remuneration systems

2016 – Managing Director – FRITZ & MACZIOL GmbH

- Overall responsibility for commercial operations
- Management of Finance, HR, Procurement and Legal
- Process and organisational management

**2012 – 2015 – Head of Commercial Operations / Head of Business Analytics /
Authorised Signatory – FRITZ & MACZIOL GmbH**

- Responsibility for results in Germany
- Implementation of a sales controlling system
- ERP migration and integration of group guidelines
- Establishment of a business unit structure
- Restructuring of the BI division

**2007 – 2011 – Sales Manager for Germany / Authorised Signatory – FRITZ & MACZIOL
GmbH**

- Responsibility for turnover and contribution margin in Germany
- Expansion of branch network
- Introduction of forecasting and opportunity management systems

**2002 – 2007 – Branch Manager / Authorised Signatory – PROFI Engineering Systems
AG**

- Overall operational and strategic responsibility for the Karlsruhe site

**2001 – 2002 – Head of Business Management / Assistant to the Executive Board –
PROFI Engineering Systems AG**

- Support for the management buy-out
- Point of contact for banks and investors

**1998 – 2000 – Managing Director / Shareholder – MPI-MDK IT-Beratung und Vertrieb
GmbH**

- Corporate management and strategic development

1996 – 1998 – Executive Assistant – MPI Informationssysteme GmbH

- Supporting senior management on strategic and operational matters

1990 – 1995 – Head of Accounting – MPI Informationssysteme GmbH

- Responsible for accounting and financial processes

Education

Graduate in Industrial Engineering (specialising in corporate planning) – Karlsruhe University of Technology (TU)

Further qualifications

Ski Instructor – German Ski Instructors' Association (since 1990)

Languages

German (native), English (fluent)

Interests

Sport, skiing, tennis, running, cooking