

Summary and key roles

- ✓ VP Product Ventures, Novaris Group led new digital initiatives and partner pilots.
- ✓ Chief Service Operations Officer, Novaris Systems led shared service delivery.
- ✓ Director, Customer Platforms, Novaris Systems managed enterprise applications.
- ✓ Head of Global Support, Novaris Systems led regional service operations.
- ✓ Owned incident and problem management ensured SLA and KPI performance through ITIL.
- ✓ Managed product specialists coached senior staff and handled escalations.
- ✓ Delivered VoIP and UC support services across EMEA and North America.

Academic Background

- MBA, Technology Systems, Westhaven
- MEng, Computer Engineering, Northport University
- ITIL 4 Foundation certification
- ISTQB Foundation Level certification
- Enterprise Voice Systems certification

HARD SKILLS

SCORE

Translate strategy into actionable, measurable business outcomes consistently	5.5 /10
Drive ~15% YoY revenue growth and mid-term scaling targets	2 /10
Lead expansion into new markets and business verticals globally	3.5 /10
Balance growth investments, cost discipline, and profitability targets effectively	2 /10
Align Commercial, Operations, and Business Units for performance clarity	3.5 /10
Ensure commercial drives revenue; operations deliver efficiency and margin	2 /10
Lead, develop, and align executive leadership team (C-level) continuously	4 /10
Drive international growth across diverse geographies and cultures successfully	4.5 /10
Lead partnerships, acquisitions, and integration of new opportunities strategically	1.5 /10
Engage shareholders and board; ensure transparency and governance alignment	1 /10



Behavioral capability evaluation aligned with role-impact communication, execution style, and team leadership contribution.

SOFT SKILLS	SCORE
Strategic & Business Leadership	8.2/10
Execution & Ownership	7.8/10
Leading People & Building Teams	8.2/10
Stakeholder & Organizational Leadership	8/10
Change, Agility & Innovation	7.6/10
Personal Credibility & Leadership Maturity	8.4/10

Summary and key roles

- ✓ Chief Commercial Officer, Helixora led commercial strategy from 2025.
- ✓ Executive Vice President, Helixora Tech strategy and lending solutions.
- ✓ Global Business Development Director, Helixora led partnerships.
- ✓ Strategic Development Director at DataCrest led credit-market growth.
- ✓ Major Bids Director, DataCrest led enterprise pursuits.
- ✓ Advised lending portfolios across Europe, the US and Asia-Pacific.
- ✓ Designed collections and BPO projects across Europe and US.

Academic Background

- Westbridge University, Maritime Business (1990-1994)

HARD SKILLS

SCORE

Translate strategy into actionable, measurable business outcomes consistently	7 /10
Drive ~15% YoY revenue growth and mid-term scaling targets	5 /10
Lead expansion into new markets and business verticals globally	7.5 /10
Balance growth investments, cost discipline, and profitability targets effectively	4 /10
Align Commercial, Operations, and Business Units for performance clarity	5.5 /10
Ensure commercial drives revenue; operations deliver efficiency and margin	4.5 /10
Lead, develop, and align executive leadership team (C-level) continuously	6 /10
Drive international growth across diverse geographies and cultures successfully	7 /10
Lead partnerships, acquisitions, and integration of new opportunities strategically	5.5 /10
Engage shareholders and board; ensure transparency and governance alignment	1 /10



Frank Doe

Behavioral capability evaluation aligned with role-impact communication, execution style, and team leadership contribution.

SOFT SKILLS	SCORE
Strategic & Business Leadership	6/10
Execution & Ownership	5.8/10
Leading People & Building Teams	6/10
Stakeholder & Organizational Leadership	6.2/10
Change, Agility & Innovation	6/10
Personal Credibility & Leadership Maturity	6/10

Comparison table of hard-skill attainment per candidate across all criteria.

Criteria	I. Maniadakis	T. Franklin
Translate strategy into actionable, measurable business outcomes consistently	5.5	7
Drive ~15% YoY revenue growth and mid-term scaling targets	2	5
Lead expansion into new markets and business verticals globally	3.5	7.5
Balance growth investments, cost discipline, and profitability targets effectively	2	4
Align Commercial, Operations, and Business Units for performance clarity	3.5	5.5
Ensure commercial drives revenue; operations deliver efficiency and margin	2	4.5
Lead, develop, and align executive leadership team (C-level) continuously	4	6
Drive international growth across diverse geographies and cultures successfully	4.5	7
Lead partnerships, acquisitions, and integration of new opportunities strategically	1.5	5.5
Engage shareholders and board; ensure transparency and governance alignment	1	1

Comparison table of soft-skill attainment per candidate across the three behavioral dimensions.

Criteria	I. Maniadakis	T. Franklin
Strategic & Business Leadership	8.2	6
Execution & Ownership	7.8	5.8
Leading People & Building Teams	8.2	6
Stakeholder & Organizational Leadership	8	6.2
Change, Agility & Innovation	7.6	6
Personal Credibility & Leadership Maturity	8.4	6

Hard vs Soft Skills Overview

Each point is one candidate; X = average soft skills, Y = average hard skills.

