

Ebenizer Fouefack Fostin

Business Strategy and
Programs Management
Specialist
(22 years of work experience)



PERSONAL DETAILS



Ebenizer Fouefack Fostin



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EDUCATION

Master of Business
Administration (MBA) in SME
Management Techniques

Jun 2016
ESSEC Business School, Douala-
Cameroon

Masters of Science

Jun 2002
University of Dschang-Cameroon

Professional Qualification in
Corporate Tax Management and
Business law

Jun 2014

Executive Business administration Specialist (22 years of experience)

PROFESSIONAL PROFILE

After more than 20 years at executive level positions in organizations of various sizes, sectors of activity, I have developed transversal professional skills, precisely in administration, strategic planning, and development of organizations (P&L).

Additional certifying trainings in M&E, governance of organizations, procurement procedures, fundraising, social & environmental impact of projects and donors relations management guided my career in the NGO sector, particularly in Governance, programs management and operations management.

Today, as a strategic planner and business development expert, I am able to make a situational analysis of an organization's internal & external environments on the basis of which I build a real strategy for business development and optimization of operational efficiency through the rational use of resources to guarantee its performance and sustainability.

CAREER SUMMARY

BUSINESS DEVELOPMENT DIRECTOR
(Holding company)

Jan 2025 - Present

[Mina-Galeed Invest Holding, Yaounde](#)

Key responsibilities include:

- 1) Business development and strategic planning for the holding (portfolio of 5 subsidiaries & a Foundation)
- 2) Business analysis and monitoring
- 3) P&L
- 4) Oversight of Operational efficiency and optimization
- 5) Strategic oversight and stakeholder relationship management
- 6) Strategic Planning & intelligence
- 7) Stakeholders management

DIRECTOR OF PROGRAMS AND STRATEGY
(NGO)

Aug 2023 - Present

[DENIS & LENORA FORETIA FOUNDATION, Yaounde-Cameroon](#)

Oversee the executive management of programs & projects within the foundation providing all the necessary leadership to guarantee the motivation of the teams with respect of standards, general policy and strategic positioning of the foundation.

MAIN TASKS:

- *Interimly oversee the activities of the Nkafu Policy Institute (think tank) to deliver high quality research and policy recommendations.*
- *Portfolio Management: Oversight of the foundation's thematic portfolios (M & E)*
- *Research: Ensure that Policy research adhere to the Foundation's research quality standards*
- *In terms of Strategy: Lead the design and implementation of excellent Foundation-wide processes, institutional strategy and forecasting*

OTHERS CERTIFICATES

Oct 2023 – Jul 2024

Online courses

o February 2025: Projects budgeting and planning, Coursera.

o July 2024: Prevention of Sexual Exploitation and Abuse (PSEA), UNICEF

o March 2024: Procurement Procedures, ITC ILO

o February 2024: Planning for Monitoring and Evaluation, Phylanthropy University.

o December 2023: Fundraising and donor cultivation, Atlas Network academy

o October 2023: Designing a development project that respects the environment and populations, Campus AFD

o October 2023: Fundraising Essentials Certificate Program, Cornerstone OnDemand Foundation

o October 2023: Governance of public enterprises, Campus AFD

o October 2023: Monitoring & Evaluation of projects, Campus AFD

CORE COMPETENCIES

Strategic planning and Business Administration ●●●●●

Programs & projects planning, monitoring and Evaluation ●●●●●

Public Relations and stakeholders management ●●●●●

Procurement ●●●●●

HR management and team building ●●●●●

Transformative and democratic Leader, Emotional Intelligence ●●●●●

Operations Management ●●●●●

- **Stakeholder Engagement:** Ensure that the Foundation Effectively manages its portfolio of funders and research partners; Maintains effective stakeholder management.
- **Team Management:** Direct supervision of the team leads or experts involved in programs, and championing the development of junior team members.
- **Funding Mobilization:** Effective management of the costing of all proposals to ensure the Foundation meets its cost recovery targets.

DIRECTOR OF STRATEGY AND

Jan 2021 – Jul 2023

DEVELOPEMENT (Holding company)

ELYSIUM INVESTMENT & HOLDING: MA'A MAGNI FOODS (Agroindustry) | GROUPE DEXLUCOM (Construction) | PRIME Corp. SAS (Mining), Douala-Cameroon

Oversee the day-to-day management of the operations of the holding and its 4 subsidiaries with direct reporting to the CEO.

KEY ACHIEVEMENTS :

- Development of partnership contracts and strategic alliances with two multinational firms
- Coordination of the recruitment process of key personnel in the different entities (25 permanent staffs);
- Development and implementation of the strategy of the large group and its translation into business and functional strategies
- Design, implementation of the administrative and financial procedures manual;
- Restructuration of the Sales and Marketing Department and setting up KPIs and functional policies
- Follow-up of the process of acquiring 53% of the capital shares in PRIME CORPORATION SAS (exploitation of quarry products)

ADMINISTRATION & DEVELOPEMENT

Apr 2019 – Jan 2021

DIRECTOR (FMCG Company)

PCS CAMEROON Co Ltd, Yaounde-Cameroon

Under the direct supervision of the CEO/CEO, I was responsible for managing the day-to-day operations of the Company, including administration, finance and tax, HR, business developement, strategic planning, stakeholders management and legal matters.

CHIEF OPERATING OFFICER (Holding company)

Mar 2018 – Feb 2019

SK HOLDING : EGDA-BTP (Construction) | Groupe des Bâtisseurs Réunis (Real estate) | YAVASCALAR AFRICA (Mining)., Douala-Cameroon

Under the direct supervision of the CEO/CEO, I was responsible for managing the day-to-day operations of the holding and its 3 subsidiaries, including administrative, financial and tax, HR & social, marketing & sales and legal matters.

KEY ACHIEVEMENTS:

- 1) Oversight of the recruitment process for key personnel (18 permanent staffs and almost more than 100 temporary staffs)
- 2) KPI: Achievement of commercial objectives of XAF 1,300,000,000 (i.e. 65% of annual objectives) in 10 months
- 3) Tax and Social welfare clearance of the Holding's companies
- 4) Setting up of a credit file and obtaining a spot operating loan of XAF 100 millions from the Banque Camerounaise des PME;
- 5) Recovery of 75% of frozen debts

LANGUAGES

French	● ● ● ● ●
English	● ● ● ● ●
German	● ● ● ● ●
Spanish	● ● ● ● ●

HOBBIES

■ Art (Literature) | Sport
(Football, Handball) | Leisures.

References

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6) Oversight of strategic partnerships and alliances with international firms.

BRANCH MANAGER (Real Estate) Dec 2016 - Apr 2017
CDIM Co Ltd (Real Estate developer), Yaounde-Cameroon
With the main mission of creating, equipping, structuring and piloting the launch of the new Yaoundé branch for a period of four (04) months.

ADMINISTRATION AND STRATEGY Mar 2014 - Sep 2016
MANAGER (FMCG Company)
NORDIC TRADE AND SERVICES, Douala-Cameroon
With the main mission to drive the overall coordination of the day-to-day tasks with direct reporting to the CEO, I achieved some of the following results:

KEY ACHIEVEMENTS :

- Recruitment, administration and staff development (20 employees)
- Sales force management
- Setting up the market penetration strategy for the CEMAC zone
- Development of a turnover of XAF 900,000,000 in 12 months

ADMINISTRATION & FINANCE DIRECTOR Mar 2003 - Nov 2012
(Construction Company)
ENCOGECAM SARL, Douala
· 01/03/2007 to 01/11/2012 (68 months) : Administration & Finance Director
· 01/03/2005 to 28/02/2007 (24 months): Procurement and Logistics Officer
· 03/01/2003 to 27/02/2005 (24 months): Trainee purchasing officer

With the main task of steering the general coordination of the day-to-day tasks of the business, reporting directly to the CEO, I carried out tasks that were deemed satisfactory by my superiors, which led to several internal promotions.

KEY ACHIEVEMENTS :

- Recruitment, administration and development of staff (14 permanent and 30 temporary)
- Significant development of the company's client portfolio (increase in turnover from XAF 40,000,000 in 2007 to XAF 2,700,000,000 in 2012)
- Administration of national and expatriate staff (12 permanent and almost 100 temporary)
- Development and monitoring of strategic alliances and partnerships with multinational and sub-regional firms (business trips to India in 2011 and some African countries).

Yaounde, 5 September 2025

Ebenizer Fouefack Fostin