SCIBONA Rémi

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Finance and entrepreneurship profile with strong sectoral convictions in the UGC Games and tech market.
Operational experience in VC funds / startup studios and early-stage startups, plus 7 years of experience in entrepreneurship with €100k raised.

EDUCATION

McGill University *(Canada) 2026*

EMLYON Business School (#10 Worldwide FT) - Master 2 In Finance (Corporate Finance) *(France) 2025 - 2026*

- Majors: Corporate Finance & M&A, Financial Modeling, VC, Capital Markets, Private Equity.

HEC Paris - International Certificate Corporate Finance (Pascal Quiry) *(France) 2024 - 2025*

- Valuation, M&A, LBO, Capital Structure and Credit Analysis.

DCG - DSCG (Independent Candidate) *(France / Denmark) 2018 - 2024*

- Master's Level, Finance & Audit - 13 units: Financial modeling, consolidation, audit, business law, taxation.

PROFESSIONAL EXPERIENCE

Good one (HR Tech) - Chief of Staff to CEO *2023 - 2024*

- Led financial and strategic operations as Head of Finance; managed cash-flow and market intelligence in a startup that raised €1,000,000 to scale B2B solutions across Europe.
- Drove business development through 40+ cold calling, emailing, and LinkedIn campaigns, created sales decks and product presentations, supporting the company's international expansion.
- Optimized operational processes with AI tools (Make / Zapier) and managed 100+ onboardings.
- Collaborated with the CEO on decision-making while managing 50% of the marketplace.

Waoup (Startup studio / VC Fund) - Management Controller *2021 - 2023*

- Financial management of a portfolio of several business units within a structure that raised €40M: monthly reporting, 3-9 month cash-flow forecasting, quarterly P&L, and budget reforecasting.
- Analyzed profitability by project and subsidiary, monitored KPIs to guide resource allocation decisions.
- Deployed an ERP across the group and trained all users across subsidiaries.

AdLink - Accountant *2020 - 2021*

- Managed general accounting: cash-flow, financial statements, and VAT returns.
- Facilitated workshops on the use of business software for 50+ employees.

ENTREPRENEURIAL PROJECTS

Celestale - CEO & Co-founder *01/2026 - Present*

- Company creation, strategy definition, established a board of directors with key stakeholders.
- Financial modeling of a 13-game portfolio: revenue projections based on multiple scenarios, Monte-Carlo simulation, KPI analysis by platform (retention, ARPDAU, revenue share).
- Raised €100k in pre-seed: designed the pitch deck, one-pager, and business plan.

Skytale - CEO & Co-founder (non-profit organization) *01/2019 - 01/2025*

Managed international event projects (+€300k budget), focused on charity and awareness with €50k raised for associations and production of a AA game, The Last Artifact, with 50,000+ hours of production.

- Coordinated 120 multi-disciplinary contributors in a studio of 300 members.
- Structured processes via coordination documents and custom tools adapted to the non-profit context; simplified and optimized workflows; organized meetings for 100+ members.
- Managed the HR department through the structuring and improvement of recruitment processes (200+ interviews conducted); conflict/crisis management, creation of onboarding and skill development programs.
- Represented the studio to MEDEF, ADEME, SELL, SNJV, CIO, and public institutions; strengthened Skytale’s brand in the video game ecosystem.

SKILLS, LANGUAGES AND ACTIVITIES

- **Technical Skills:** Excel financial modeling, AI tools (Make / Claude Cowork / ChatGPT), Office Suite, Canva, Capcut, ERP, LinkedIn Sales Navigator.
- **Languages:** French (Native), English (Fluent, TOEIC 935).
- **Soft Skills:** Ability to step back, learn quickly, and evolve in a fast-paced environment with a positive attitude.
- **Certifications & Tests:** TAGE MAGE (417), Young Volunteer of the Year Award (Paris City Hall, 2022).
- **Interests:** Economic trends, portfolio management, marathon runner, avid hiker (GR20, GR55), chess.
- **Investment Thesis:** One thesis on UGC Games (20m video format) and a dissertation completed on managing uncertainty in the Pre-Product Market Fit phase with 40+ interviews.