



Lou Malhuret

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10 years of professional experience.

Built and led international Finance, Legal, and People teams, while achieving 150% annual revenue growth and ×2 yearly employee growth.

Education

Executive MBA 2020 - 2022

IESEG, School of Management, Paris
— Positive leadership & sustainable performance.

Thesis on workforce diversity.

Master's degree 2008 - 2014

IESEG, School of Management, Lille
— MSc., Major in Management of Information Systems.

Thesis on technology acceptance.

Lifelong learning

- Mentored by experienced CFOs.
- Executive coaching.
- Member of professional communities of startup CFOs.

Professional skills

French

Native.

English

Work experience in the US and with international teams.

TOEIC 970/990, BULATS 82/100.

Computer skills

MS Office (Excel, Project, macros), GSuite, Looker, Salesforce, Linear, Zapier, Stripe, Payfit, Sketch.

Web programming

HTML/CSS, JS, SQL, PHP (notions).

Work experience

Chief Financial & Operating Officer at Livestorm. Since Nov. 2020

Video communication platform (BtoB & BtoC SaaS). Scale-up from Paris.
From 60 to 150 employees, from expansion strategy to profitability.

- Structured Finance, Legal, People & IT departments (from 4 to 15 people).
- Internalized accounting, set up analytical reporting and collaborative tools.
- Led the profitability pivot: cost reductions, layoff, strict procurement process.
- Oversaw legal and compliance: corporate, US branch, trademarks, GDPR.
- Oversaw HR: 360-reviews, training, career paths, compensation & benefits.

Chief Financial Officer at Batch. (3 years) 2015 - 2020

Previously - **Finance and Administration Manager at Batch.** (3 years)
Push notifications platform (BtoB SaaS). Fast-growth startup in Paris & Lyon.
From 15 to 45 employees, from investment stage to profitability.

- Created and managed an HR, administration, and finance team of 4 people.
- Led strategic planning, raised debt, obtained tax credits (CIR/CII/JEI).
- Set up monthly KPIs reporting to investors (VCs & BAs), led board relations.
- Oversaw admin. & legal: corporate, sales administration, accreditations, taxes.
- Scaled HR: hiring, onboarding, payroll, happiness, severance, litigation.
- Planned events, convention participations, office relocations & renovations.

Business and financial consulting. 2014 - 2019

Audit and advice to small businesses and nonprofits.

Creative Content Assistant at Dailymotion – New York. (6 mo.) 2012 - 2013

Management Control Mission at Le Café Citoyen. (6 mo.) 2010 - 2011

Community involvement

Member of La Quadrature du Net. Since 2018

Nonprofit for fundamental freedoms in the digital world.
Co-author of *Internet et Libertés*, book on the 15-years history of la Quadrature.

Co-President of the Espace Santé Trans. 2023-2024

Previously - **Treasurer of the Espace Santé Trans** 2017 – 2020
Nonprofit health center and medical network in Paris.

Founding member of Le Reset. 2016 - 2019

Queer feminist hackerspace in Paris, popular education workshops.
Conferences in France and Europe on cyberfeminism and ethics of care.

Treasurer of the UEEH. 2010 - 2013

LGBT+ festival, 500+ participants, 10 days of workshops & conferences.