

# Dimitri Vantorre

Fractional COO | Executive Operator & Advisor (Scaling Founder-Led Companies)

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## EXECUTIVE SUMMARY

Executive-level operator with **10+ years of experience** supporting founder-led companies through operational professionalization during scale. Board-level leadership experience within executive teams across revenue growth, governance design, and cross-functional alignment.

Focused on long-horizon operational mandates within scaling founder-led companies.

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## SELECTED IMPACT

- Scaled annual revenue from sub-€500K to €2M+ (**4x growth**)
  - **25% operational margin improvement** through qualification & scope discipline
  - **45% operational efficiency increase** through automated infrastructure redesign
  - **30%** reduction in executive decision turnaround time
  - **>90% Net Promoter Score** through structured client lifecycle optimization
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## PROFESSIONAL EXPERIENCE

### Fractional COO - Executive Operator & Advisor | **Dimitri Vantorre** (2023 - Present)

Provide (fractional) COO and executive operating support to founder-led and growth-stage organizations navigating scale, restructuring, and operational complexity.

- Translate strategy into executable operating plans with clear ownership and KPIs
  - Install governance, decision-rights, and operating cadences
  - Align revenue, operations, and delivery around shared execution goals
  - Build financial visibility through dashboards & performance steering
  - Optimize processes & automation to improve scalability and margin
  - Institutionalize accountability and reduce founder dependency
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### Executive Director (COO Mandate) | **SociisGroup** (2025)

Operational lead within a behavioral institute focused on global leadership development and executive experiences.

- Installed governance structures and decision-making frameworks
- Reduced executive decision turnaround time by ~20%
- Standardized ownership models and accountability structures across 4 departments
- Deployed CRM and structured onboarding, reducing onboarding cycle time by >50%
- Eliminated execution bottlenecks to improve delivery reliability & operational efficiency

## PROFESSIONAL EXPERIENCE

### **Executive Director (Board-Level Operational & Commercial Mandate) | [Appfie](#) (2021 - 2023)**

Board-level leadership within small executive team during scale phase (7 to 18 employees).

- Scaled annual revenue from sub-€500K to €2M+ (4x growth in 24 months)
  - Improved operational margin by ~25% through qualification and pricing governance
  - Installed KPI-driven operating cadence and revenue discipline
  - Structured HR processes and hiring during growth phase
  - Elevated client experience to >90% NPS
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### **Board Advisor & Operational & Systems Lead | [NoYez Performance](#) (2023 - 2024)**

Operational and systems redesign within early-stage environment.

- Designed (AI)automated-integrated infrastructure for internal operations
  - Increased operational efficiency by ~45%
  - Reduced recurring cost equivalent to ~1 FTE
  - Installed structured reporting and KPI visibility
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### **Enterprise Digitalization Strategist | [Vandelanotte](#) (2019 - 2021)**

Led cross-department operational redesign within 450+ employee professional services organization.

- Standardized core workflows and governance frameworks
  - Improved execution visibility and delivery reliability
  - Supported multi-department digital transformation initiatives
  - Executed transformation programs aligning IT implementation with operational objectives
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## CORE CAPABILITIES

- Operational Governance & Decision Architecture
  - Revenue & Margin Discipline
  - Organizational Design & Accountability Structures
  - Operating Cadence & KPI Frameworks
  - Cross-Functional Alignment (Revenue, Product, Delivery)
  - Automated (AI-Enabled) Workflow Optimization
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## LANGUAGES

- English (Advanced Professional)
- Dutch (fluent)
- French (fluent)