

# Wei-Feng Tram

Business Executive Partner

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## Summary

After several years in Risk Management, Wei-Feng decided to use his acquired business expertise and continue his career as Headhunter. His business experiences give him the advantage to fully understand requirements from business partners.

Wei-Feng is actively specialised in Actuarial, Risk Management, Finance, Engineering, Strategy and Top Management (CxO) profiles, and deals with C-levels and boardmembers.

Wei-Feng participated in the development of the FSI division at Huxley Associates in Belgium; the development of the Banking & Financial Services division and the creation of the Insurance Services brand at Michael Page Belgium & Luxembourg. At Gentis, Wei-Feng launched the division dedicated to Finance related functions in Belgium, for Middle, Top Management and C-levels; and was in charge to launch the Luxembourg Branch of Gentis SA. At DynaFin Consulting, Wei-Feng operated as Business Unit Manager and led the HR and Research & Selection Businesses, for Banking and Insurance sectors.

Today, Wei-Feng leads the activities of Direct Search Belgium for Advisory, Finance and Financial Services expertises. Direct Search Belgium operates as a selection firm and provides direct approach methodologies.

Wei-Feng is warmly recommended by his clients, candidates and colleagues.

### Specialties:

#### Headhunting & Recruitment

- Executive search & Top Management (CxO)
- Actuarial, Quantitative and Technical experts
- Risk Management
- Strategy & Management Advisory
- Finance Management, Cash & Treasury Management
- Audit and Quality Management
- Compliance

#### Risk Management

- Operational and Credit Risk Management
- Models Qualitative Validation

- Basel 2 Risk Reporting
  - QIS 5 Analysis and preparation
  - Stress tests
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## Experience

### **CEO at Direct Search Belgium**

August 2013 - Present

Acting as a fully committed Business Partner, Direct Search Belgium is a Selection firm active for Top Expert and Niche professionals, and makes the difference by bringing a flexible approach combined with the sense of results.

Direct Search Belgium mainly conducts assignments with mandates. It actually shows that the trust is granted by the clients themselves.

At Direct Search Belgium, we believe that the results of excellence are the logical outcome of our clear communication, approach and respect towards our contacts.

### **Executive Recruiter BeLux-France at Avantage Reply**

August 2015 - Present

### **Entrepreneur & Project Manager**

July 2013 - Present

### **Business Unit Manager at Dynafin Consulting**

March 2013 - June 2013 (3 months)

### **Division Manager - Finance, Actuary, Risk & Advisory at Gentis S.A.**

November 2011 - February 2013 (1 year 3 months)

Permanent, Temporary, Freelance & Interim Management

Belgium & Luxembourg

### **Senior Consultant - Banking & Financial Services and Business Leader Insurance Services at Michael Page International**

November 2010 - November 2011 (1 year)

- Business development for Banking and Financial Services division
- Set up of new Insurance brand and team
- Training programme for junior and senior consultants.

### **Headhunter - Risk & Actuary at Huxley Associates**

March 2010 - November 2010 (8 months)

Headhunter specialised in Risk and Actuary Profiles for Banking and Insurances

## **Risk Management at Axa Bank Europe**

October 2008 - March 2010 (1 year 5 months)

In charge of Credit Risk Model Validation and Reporting

Professional loans

Retail loans

Mortgage loans

Economic Capital

Stress Tests

## **Private Banking Sales Support & Analyst at Kaupthing Bank**

July 2008 - October 2008 (3 months)

In charge of assisting the Private & Personal Bankers and advising the portfolio allocation in the Risk awareness according to Market trends, Market data's & analysis.

## **Merchant Banking Operations Specialist at Fortis Bank**

October 2007 - July 2008 (9 months)

Operational & Counterparty Risk

## **Control and Investigations at Commerzbank AG**

October 2006 - September 2007 (11 months)

Operational & Counterparty Risk

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## **Education**

Bac, Business Management, 2006 - 2009

**Université libre de Bruxelles**

Bac, Mathematics, 2004 - 2006

**Athénée Adolphe Max**

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[Contact Wei-Feng on LinkedIn](#)