

ROBIN DUALE

CEO / MANAGING DIRECTOR

+33 (0)6 08 61 52 14 @ robin@duale.fr linkedin.com/in/robinduale



RÉSUMÉ

CEO specialized in transforming and scaling B2B data/SaaS platforms in PE-backed environments.

Track record of building portfolio value through selective M&A, subscription model transformation (hybrid to 100%), and successful exits. Combines deep operational leadership with hands-on execution across complex, multi-entity organizations. Extensive experience in PE-backed contexts (Paragon Partners, New Mountain Capital) with cross-border operations (Europe, US).

RECENT MANDATES

Managing Director France

QUICK-FDS (3E Group / NMC)

07/2024 - 01/2026

3E, a US based global leader in B2B compliance and workplace safety solutions for chemical producers and users. Quick-FDS: French subsidiary of 3E after its acquisition in April 2024 (France revenue 10M€ - 25 employees)

- Led the comprehensive post-acquisition integration (operational, product, and commercial) of a regulatory data platform.
- Ensured client base security and maintained churn at below 5% during the transition.
- Coordinated with group teams in an international matrix environment.
- Key results:** Migrated 100% of the client base to a 100% subscription model. Achieved the best commercial performance for 3E in France in 2025. Developed a European growth strategy.

CEO French Operations

WEKA Group

2011 - 06/2024

General management of the French operations of a European professional information & media group (France revenue: 50M€, 300 employees)

- CEO of a multi-entity portfolio (€50M), 7 operating companies, 300 employees : Quick-FDS, Lexagri, COMUNDI, Editions T.I., Editions WEKA, Editions TISSOT, WEKA Services.
- Steered the transformation of business models towards subscription and diversified the portfolio (professional training, agtech, chemicals, regulatory and technical data).
- Enhanced margins through external growth and operational optimization.
- Targeted growth under family ownership, followed by sustained value creation under PE funds (Paragon Partners: 2020-2024).
- Key Results:** Strategic repositioning, successful sector diversification, complete transition to a digital subscription model, portfolio profitability enhancement, integration of 5 acquisitions (15M€ in added revenue). Actively supported 6 divestment processes (2022-2025) with successful closures with strategic industrial investors and funds.

TRACK RECORD HIGHLIGHTS



P&L ownership & leadership

€50M+ multi-brand portfolio (group level), 7 companies, 300 employees, shared services center (€8M budget).



Value Creation

Subscription model transformation (hybrid to 100% recurring), significant ACV growth, margin improvement, EBITDA optimization across portfolio.



Group governance

Executive committee leadership (9 members), C-level direct management (MDs, CFO, CHRO, CIO)



Operational management

Managing Director of various operational companies and direct management of shared services company (centralized Finance / Legal / IT for portfolio | €8M budget, 50 employees)



M&A

Selective build-up through multiple strategic acquisitions (5 between 2012-2019 | €15M revenue added) with full post-merger integration. M&A sourcing & approach, due diligence, post-merger integration, synergy realization.



PE Partnership

Owner mindset & shareholder alignment. 10 years under family office, 4 years under Paragon Partners (2020-2024) with **co-invested in management package**; 1.5 years under New Mountain Capital (NMC).



Exit Portfolio

Exit preparation & execution: Management presentations, business storytelling, operational due diligence support : Lexagri (FoodChain ID, 2022), Quick-FDS (3E, 2024), Ed. WEKA/Ed. TISSOT (MML Capital/SVP, 2024), Ed. TI (Yotta Capital, 2025), Comundi (Collège de Paris, 2025).

RECENT MANDATES

CEO

LEXAGRI INTERNATIONAL (WEKA Group) 🏢 2019 - 2022

- Built, consolidated and scaled an AgTech data platform through strategic mergers and acquisitions (CMT Agro, Agricommand and Agrobases-Logigram), creating Lexagri International.
- Key Results: Established Lexagri as a leading global provider of agricultural regulatory data and intelligence, successfully positioned and sold to U.S.-based strategic buyer FoodChain ID in 2022.

Managing Director

EDITIONS TISSOT (WEKA Group) 🏢 2008 - 2010

B2B regulatory information and HR decision-making tools company (10M€ revenue - 45 employees), previously declining, with a historical model losing momentum.

- First general management mandate, with a goal of rapid turnaround by transforming the legacy print model into a digital subscription platform with recurring revenues.
- Key Results: Drove transition to a majority recurring digital revenue. Restored revenue growth within 12 months. Increased revenue from 6 to €10M. Improved EBITDA from 7% to 23%.

EARLY CAREER

Built foundational experience across technology, telecom and digital media environments

Progressive responsibilities in technical leadership, product development and business growth

Innovation Director – T-Online France (Deutsche Telekom)

🏢 2001 - 2007

Led digital services innovation and product development in a large-scale ISP environment (BtoC).

Senior Business Developer – Lagardère Active Broadband

🏢 2000 - 2001

Managed digital media partnerships and online revenue initiatives.

CTO – Club-Internet (Grolier Interactive / Lagardère Group)

🏢 1997 - 1999

Executive team member of a leading French ISP; responsible for infrastructure and technical operations during rapid growth phase.

IT Security Consultant – Datastaff Ingénierie (Nomea Group)

🏢 1995 - 1997

Designed enterprise network security architectures during early internet adoption phase.

COMPÉTENCES

P&L Leadership Subscription Model

Digital Transformation IA

Value Creation Margin Improvement

PE-backed Environments M&A

Operational Due Diligence

Strategic Acquisitions

Business Storytelling Exit Processes

Team Leadership

Cross-border Operations

Portfolio Management

Shared Services Optimization

Change Management

LANGUES

French Native ●●●●●

English Proficient ●●●●●

ÉDUCATION



Executive MBA

HEC Paris

🏢 2007 - 2008



Engineering Degree

EPITA

🏢 1991 - 1994