

Head of Controlling & Finance

工作职责

General Management and Strategy

manage and coordinate all controlling activities for the plant

translate plant controlling strategy into action plans and ensure implementation

contribute to strategic and operative planning of the plant/operations unit (e.g. with respect to investments, capacity and headcount planning)

ensure the achievement of controlling targets according to internal and external customer expectations

initiate and implement continuous improvement activities by applying CBS methods and training measures

initiate and control investments for controlling equipment (e.g. training materials, external trainings, etc.)

interface to segment, BA or group sector functions in order to gather local controlling requirements and demands and other feedback

participate in and/or steer global, regional or local controlling related and cross-functional projects

(if leading people) conduct employee dialogues, personnel development and coaching

Financial Management

prepare, review and manage the budget and forecast of controlling cost centers

implement and conduct activities according to the budget established

ensure that the financial goals are met

Project Management

Develop and implement action plans to meet the plant's operational



职位号码

REF90042D

工作职能

财务和控制

所在地

Shanghai

领导力级别

领导团队

工作场所灵活度

现场办公

招聘专员

Gavin Cao

法律实体名称

Continental Coated Systems Co., Ltd.

targets, strategic goals and customer/market requirements

Provide support and expertise for FI/CO projects and other projects connected to FI/CO

Participate and take financial responsibility for strategic projects (e.g. M&A projects, restructuring)

Coordinate resources / personnel for projects, initiate and lead FI/CO projects from a legal entity perspective

Finance and Controlling

ensure and apply Group finance and accounting guidelines and ensure implementation and conformity with all Group controlling systems, tools, standards and processes with high data quality and transparency

ensure production controlling according to standards (production order controlling, production parameters like scrap and utilization, shift model review, support of standard costs calculation, support of plant variation analysis, support of cost center controlling all areas)

ensure investment controlling (valid for local investments e.g. infrastructure) according to standards (preparation of financial analysis supporting investment and eCRs, management of plant invest budget)

ensure personnel controlling according to standards (evaluation of staffing utilization, shift model analysis (variations) as input for production planning, fix HC planning and allocation, ePRs)

ensure logistics controlling if needed (according to plant size) according to standards (inventory analysis and reporting - WOC, special freights, ICO business like transfer price calculation, equalization)

ensure high quality of local finance, accounting and tax functions & processes

foster implementation of standardized systems and the proper use of standardized processes (ERP, eSR Authorizations, SmartRecruiters, CTOS NPM Purchasing, Office Application, etc. ...)

manage together with Plant Controller Reporting, Budgeting and Forecasting processes in the CU with the regional/local stakeholders

ensure efficient Non-plant related PE Management in the legal entity (projects, cost centers, contingency measures..)

maintain local risk management (GRC) and handle local Compliance topics together with Group Sector central functions

Reporting

support monthly closing and report monthly according to standards

prepare standard reports to plant and business management

prepare and review monthly results (e.g. P&L)

prepare budget and forecasts based on production volumes

ensure timely fulfillment, quality and integrity of all given internal and external reporting requirements, especially local Financial Reporting (P&L and B/S) and Group FiRe Reporting (FRM rules)

implement and standardize KPIs for evaluation of financial performance and tracking of business in non-Plant controlling areas

explain / interpret and comment on results and economic development (legal entity related) in association with plant controlling

provide presentations for local meetings (ensure data quality and availability for external communication)

KPIs and Plant Performance

Analyze variations/operational and non-operational effects ensure supervision of plant key performance data and business processes

Implement KPI methodology and plant scorecard tool in the plant

Perform regular KPI-reviews

Training and Coaching

(if leading people) ensure the availability of qualified employees for the controlling function in cooperation with plant HR

(if leading people) initiate and control the continuous qualification of controlling employees in cooperation with plant HR

lead and guide of finance and controlling functions of the legal entity

provide stability and high trust (act as role model, reflect self on a regular basis, master emotions)

initiate of training measures for the relevant positions

recruit, train and retain employees, improve quality of staff

accomplish performance- and potential-assessments in collaboration

with HR

provide feedback / inputs to and align with peers the development of succession plan in the legal entity

Standardization

ensure local implementation of BA controlling standards

provide feedback and input for further development of standards regarding controlling processes (e.g. accounting process, monthly/yearly closing, methods, IT tools, etc.) to segment, BA or group sector functions

ensure consideration and implementation of internal policies and standards (Group, Group Sector and BA) as well as relevant external requirements (legal, fiscal)

ensure adherence to policies & guidelines (Group House of Rules)

maintain compliance especially in terms of financial data and information exchange with stakeholders

Legal Entity Financial Management

Direct Responsibility for the Financial Management, Accounting and Credit Management as well Tax Management of the Legal Entity

Alignment and information exchange within the other BA FI/CO Legal Entities

Support and Implement the regional FI/CO organizational development strategy in close cooperation with Head of FI/CO Region

Act as representative of BA FI/CO in the Legal Entity

Communication

ensure alignment and information exchange within the FI/CO organization

ensure coordination and alignment between LE FI/CO and Plant CO organizations

support alignment and coordination between LE FI/CO and GBS organizations where applicable

Analysis

ensure and maintain high transparency of financial figures for local Management

support decision making process with data and FI/CO analysis in association with plant controller

ensure the preparation of business and management analysis (e.g. based on P&L and Balance sheet, Working Capital, HC reporting other Financial KPIs)

Others

Finish other tasks assigned by superior.

Follow EHS rules and policies

职位要求

- Bachelor Degree, preferably in business administration, accounting, finance, controlling or related disciplines
- 5 or more years of professional experience in various finance and controlling functions
- Nice to have cross-functional experiences e.g. in sales, production, supply chain, quality or CBS welcome
- Experience in finance, accounting, controlling processes
- General experience in other commercial processes (sales, production, logistics, HR, IT, ...) with regard to impacts and interaction with finance & controlling
- Min. 3 years Leading People experience, Leading Teams required
- Experience in working with international teams on finance & Controlling topics and understanding of foreign cultures
- Proficient in English mandatory, additional language skills welcome

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