

Head of Plant Controlling

工作职责

1.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, BU or BA functions in order to gather local controlling requirements and demands and other feedback
- participate in and/or steer global or local controlling related and cross-functional projects
- conduct employee dialogues, personnel development and coaching

2.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

3.Project Management

- develop and implement action plans to meet the plant's operational targets, strategic goals and customer/market requirements

4.Finance and Controlling

- ensure and apply Continental finance and accounting guidelines and ensure implementation and conformity with all Continental 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



职位号码

REF92800G

工作职能

财务和控制

所在地

San Luis Potosí

领导力级别

领导团队

工作场所灵活度

现场办公

招聘专员

Sergio Gonzalez

法律实体名称

ContiTech Mexicana, S. de R.L. de C.V.

freights, ICO business like transfer price calculation, equalization)

5.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
- analyze variations/operational and non-operational effects

6.KPIs and Plant Performance

- ensure supervision of plant key performance data and business processes
- implement KPI methodology and plant scorecard tool in the plant
- perform regular KPI-reviews

7.Training and Coaching

- ensure the availability of qualified employees for the controlling function in cooperation with plant HR
- initiate and control the continuous qualification of controlling employees in cooperation with plant HR

8.Standardization

- ensure local implementation of central 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, BU or BA functions

职位要求

1.Education / Certification

- university degree, preferably in business administration, accounting, finance, controlling or related discipline (depending on plant size)

2.Professional Experience

- five or more years of professional experience in various finance and controlling functions
- cross functional experience e.g. in production, supply chain, quality or CBS preferred"

3.Project and/or Process Experience

- initial experience in rubber and plastic production processes

4.Leadership Experience

- three or more years in a leadership position, preferably in operational units with functional and disciplinary responsibility for other individuals

5.Intercultural / International Experience

- experience in working with international teams on production topics and understanding of foreign cultures
- proficient in minimum 2 languages, English is mandatory

我们可以提供

At Continental we are committed to building an inclusive and discrimination-free ecosystem in Mexico, these principles are rooted in our corporate philosophy and culture. Therefore, it is totally forbidden to request a pregnancy or HIV test as part of our selection processes.

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关于我们

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent and affordable solutions for vehicles, machines, traffic and transportation. In 2022, Continental generated sales of €39.4 billion and currently employs around 200,000 people in 57 countries and markets.