

Head of Finance (m/f/d)

for the site Regensburg, Germany

Would you like to make a valuable contribution to the health of patients? And do something really meaningful on your own responsibility? Then we look forward to hearing from you! Excellence beyond manufacturing - that's what we stand for as Aenova, one of the world's leading contract manufacturers and developers for the pharmaceutical industry with 4,000 employees at 15 sites. Our site in Regensburg is a competence center for high potent solids, e.g. cancer medicines.

Your key responsibilities

- Executive Sparring Partner: Act as a close business partner and right-hand advisor to the Site Director and Cluster MD to drive overall site strategy and performance.
- SLT Accountability & Challenge: Hold Site Leadership Team members accountable for operational and financial commitments, constructively challenging functional leads when off-track.
- Proactive Early Warning System: Identify site risks, cost drivers, and operational bottlenecks early, while uncovering growth and margin expansion opportunities.
- Hands-on Shop Floor Steering: Deep-dive into daily operational processes alongside shop floor teams, managing total site P&L performance beyond standard accounting.
- Efficiency & Transformation Execution: Design, implement, and track site-wide cost-out programs, continuous improvement (CI) initiatives, and commercial actions (e.g., price increases, operational excellence).
- Team Leadership & Centralization: Direct and develop local teams across Controlling, Accounting, IT, and Admin; adapt organizational structures towards cluster/group centralization where effective.
- Financial Management & Governance: Oversee timely statutory and management accounting under HGB and IFRS, annual budgeting, rolling forecasts, working capital, and cash management.
- CAPEX & Process Optimization: Evaluate strategic investment proposals (>€100m program), review ROIs, and modernize financial systems using SAP, Power BI, and Data Analytics.

Your profile

- Professional Experience: 10–15+ years of progressive finance experience, including proven tenure as a Site/Regional Finance Director or Senior Plant Controller in international matrix organizations.
- Industry Background**:** Deep roots in strictly regulated manufacturing / mass production environments (e.g., process industry, FMCG, chemicals, industrial components; *pharma experience is beneficial, but not mandatory*).
- Transformation Track Record: Demonstrable success in executing site turnarounds/transformations, efficiency programs, and continuous improvement frameworks with tangible bottom-line impact.
- Plant & Operational Controlling: Expert knowledge in product costing, inventory valuation, variance analysis, bill of materials (BOM), and shop floor KPI drivers.
- Accounting & Compliance Standards: Solid operational command of both HGB and IFRS accounting principles, local statutory requirements, and internal financial controls.
- Systems & Digital Proficiency: High technical literacy with hands-on experience in SAP, advanced BI tools (e.g., Power BI), and modern Data Analytics applications.
- Hands-on Mindset: Strong personal drive to get involved in granular operational details and solve problems directly rather than managing purely via high-level delegation.

- Assertive Leadership & Change Skills: High initiative, pragmatic execution focus, executive presence to push through necessary changes, and strong communication skills across all hierarchy levels.
- Hybrid Working Model: 4 days in the office, 1 day remote.

Your motivation

Are you looking for new challenges in a highly competitive environment? And you want to tackle them creatively and on your own responsibility? Do you prefer a "get-it-done" culture and think in terms of solutions rather than problems? What are you waiting for? We would be happy to explain our corporate benefits in a personal conversation!

Apply now

If you have any questions, I - Lukas Rödder / Human Resources - will be happy to help you: +49 151 16260074

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