



Senior Plant Controller

for the site Borgo San Michele LT, Italy

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. Latina is a leading centre of excellence in sterile liquid production, with a strategic investment plan to become one of Europe's foremost hubs.

Your key responsibilities

The Senior Plant Controller will be responsible for the management control of the pharmaceutical manufacturing plant, ensuring the monitoring of industrial costs, preparation of the budget, forecasts, variance analysis, and actively supporting management in strategic decision-making. The role will work closely with Operations, Supply Chain, Quality, and Corporate Finance to ensure efficient financial management in line with industry standards.

- Full management of industrial controlling activities for the plant and ownership of the entire P&L, Balance Sheet, and Cash Flow.
- Preparation and monitoring of the annual budget, periodic forecasts, and multi-year plans.
- Variance analysis between standard and actual costs, identifying root causes and proposing corrective actions.
- Monitoring of industrial KPIs (production efficiency, OEE, scrap, cost per batch, etc.)
- Working Capital analysis and control.
- Support/development of NPV analysis for CAPEX.
- Profitability analysis of products, processes, and cost centers.
- Support in determining product standard cost and in calculating transfer prices.
- Preparation of management reporting for local leadership and the group (monthly reporting).
- Coordination with the accounting team for financial and statutory closings.
- Collaboration with Corporate Finance for audits, compliance, and IFRS requirements.
- Support for investment projects (business cases, payback/ROI analysis).
- Support and coordinate corporate projects aimed at improving finance processes, acting as a liaison between corporate colleagues and the site team.

Your profile

- Degree in Economics, Management Engineering, or related fields.
- Minimum 7 years of experience in industrial controlling roles in manufacturing industry, preferably in pharmaceutical environments (GMP, FDA, etc.).
- Knowledge of financial reporting standards (IFRS) and audit requirements.
- Strong knowledge of industrial management control principles.
- Familiarity with ERP systems (SAP preferred – CO, FI, MM, PP modules).
- Excellent command of Excel and data analysis tools (Lucanet, Power BI is a plus).
- Experience in people management (direct or functional) is a plus, as the role will naturally progress into a managerial position (based on performance)
- Excellent English (written and spoken).

- Strong results orientation and analytical skills.
- Excellent communication abilities and aptitude for cross-functional interaction.
- Ability to work independently and manage complex projects.
- Problem-solving mindset and adaptability to change.

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 - Chiara Fanasca / Human Resources - will be happy to help you: Chiara.Fanasca@aenova-group.com

Haupt Pharma Latina S.r.l. • Member of the Aenova Group • Strada Statale 156 dei Monti Lepini • 04100 Borgo San Michele LT, Italy