



VP Finance Cluster Germany (m/f/d)

for the site Starnberg (Percha), 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 Starnberg is the headquarters of the Aenova Group.

Your key responsibilities

- Act as Finance Business Partner to Cluster Operations Heads and Plant Leadership Teams, with strong hands-on involvement in day-to-day plant controlling
- Own detailed production and site controlling, including cost structures, variance analysis, productivity, scrap, yields, and working capital
- Monitor and steer performance using granular KPIs down to line, product, and process level; identify root causes and drive corrective actions
- Serve as sparring partner to the Group CFO, translating operational detail into clear management insights and strategic decision support
- Further develop controlling standards, tools, and data quality in close collaboration with Group Controlling
- Lead a >€100m investment program, including business case development and post-investment tracking
- Drive budgeting, forecasting, and mid-term planning, ensuring a strong link between operational reality and strategic objectives
- Foster a performance-driven and continuous improvement culture across operations
- Lead a team across controlling, accounting, and related functions
- This role reports directly to the Group CFO

Your profile

- 15+ years of experience in operational finance, most recently as finance director or VP operations finance
- Proven hands-on expertise in plant and production controlling across multiple sites, combined with a strong strategic perspective
- Demonstrated track record of consistent outperformance, delivering against ambitious financial and operational targets
- Background in management consulting (strategy or operations-focused) is a strong plus, particularly with exposure to manufacturing or industrial environments
- Excellent academic credentials from a leading university
- Experience in pharma, consumer goods, or industrial/high-volume manufacturing preferred
- Degree in business administration, economics, or a comparable field
- Strong expertise in controlling, FP&A, accounting, and finance processes and systems (e.g. SAP); solid IFRS knowledge
- Highly analytical, pragmatic, and results-driven with a clear bias for execution
- Confident leader with strong communication and stakeholder management skills
- Fluent in English and German

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 - Melanie Rümmele / Human Resources - will be happy to help you: [+49 151 57915557](tel:+4915157915557)

Aenova Holding GmbH • Member of the Aenova Group • Berger Straße 8-10 • 82319 Starnberg (Percha), Germany