

**We're hiring! One of the world's biggest automotive companies is looking for an experienced Business Controller!**

### **Main Responsibility**

To create and drive an active dialogue with managers and other employees in financial understanding, performance and profitability. This is achieved by actively challenge existing ways of working and identifying improvement opportunities and by pro-actively setting and following up targets. Ensuring a correct business support considering performance, risk control and achievement of business objectives throughout the organisation.

### **Duties and Tasks**

- Support managers in financial matters (Proactive support to managers in understanding of the financial figures and financial model.
- Support and advise business managers in communicating and understanding financial and business performance including income statement and KPIs
- Contributing to improved business decisions that result in higher performance by business managers in all levels in the organisation including captive dealers.
- Actively working for change in behaviour in the organisation and business targets fulfilment through close cooperation with the CFO, business managers and other stakeholders.
- Act as a partner to operations with a high understanding of our business and processes.
- Highlight areas of concerns, connected to methods, profitability or risks.
- Identify areas of improvement and build action plans to systematically improve performance in the entire organization.
- Monitor financial performance (Responsible for business performance monitoring and control)
- Understand and work in all levels of the organisation both generally and with focus on retail.
- Business oriented and proactive work to systematically improve performance in line with or exceeding targets.
- Challenge managers at all levels when performance is deviating from plan or target or simply when performance improvements can be obtained.
- Clarify and communicate improvement potential.
- Work in balance between being a support and a challenge to business managers in the Business Unit.
- Establish projections and MP/BP.
- Support with relevant reports and KPI's on daily, weekly or monthly basis.

- Running analysis and interpretation of results and KPI's (actual, projections, plans)
- Quality and relevance assurance of the daily, weekly or monthly information
- Elaboration of, or input to and coordination of, the development of projections, Business plans and Market plans
- Development of processes and internal control (Monitoring policies, design steering models and establish standards)
- Monitoring policies and procedures compliance, following internal process deviations and rectification of audit deviations
- Design of, or maintenance of, the internal control environment, steering models and signal systems (incentives) for business objectives achievements
- Establish standards (normal situation) and work with continuous improvements through process deviation visualisation, follow up and corrective actions
- Investment analysis, planning, calculation and control.
- Improving work according to the Company Way (Understand and act according to the Company Way Frame work)
- Understand and act according to the Company way frame work
- Maintain the normal situation, detect deviations and act immediately to eliminate them,
- Contribute in daily follow-up, daily steering.
- Participate and contribute in improvement activities based on a standardized working method.

### **General Competencies**

- **Accounting and Financial Systems, Processes and Technology**
  - Designing, implementing and maintaining financial management and reporting systems and complementary financial and administrative business processes, to support the effective and judicious use of financial resources.
- **Business Perspective**
  - Using an understanding of business issues, processes and outcomes to enhance business performance.
- **Information Gathering and Processing**
  - Using an understanding of business issues, processes and outcomes to enhance business performance.
- **SHE**
  - Demonstrates understanding for importance of safety and health policies, procedures and regulations in daily work. Creates and safeguards a healthy, safe and sustainable work environment for all employees.

## Personal Competencies

- **Communication**
  - Adapts communication
  - Listening and communicating openly, honestly and respectfully with different audiences, promoting dialogue and building consensus.
  
- **Customer Focus**
  - Providing service excellence to internal and/or external customers.
  - Maintains customer contact
  
- **Initiative**
  - Dealing with situations and issues proactively and persistently, seizing opportunities that arise.
  - Acts on issues in own area of responsibility instead of waiting or hoping the problem will solve itself
  
- **Planning & Organizing**
  - Reaching goals that are central to organizational success by making and following plans and allocating resources effectively.
  - Plans and organizes group activities
  
- **Result oriented**
  - Demonstrates the effort, willingness and ambition to achieving results. Meets objectives and responds proactively to avoid disappointing results.
  - Works towards goals proactively, recognizes and eliminates obstacles
  
- **Teamwork**
  - Working collaboratively with others to achieve organizational goals.
  - Builds bridges between teams

## Experience and Qualification Requirements

- Relevant education or equivalent work experience
- Experience from similar role
- Fluent in English

Applications, shall include CV, name of references, recent photo and current package.

Talentum EQ is undertaking the consultancy work of the above position. Please email your application in English to: [liann@talentumeq.com](mailto:liann@talentumeq.com) or [elif@talentumeq.com](mailto:elif@talentumeq.com)