

Please complete this form with accuracy and in accordance with the accompanying help section. It is an important tool for internal/external recruitment and role clarity.

**General Information**

<b>Job Title</b>	Controller	<b>Function</b>	Finance
<b>Business</b>	N/A	<b>Region</b>	deSter
<b>Brand</b>	deSter	<b>Country</b>	Global
<b>Unit / Location</b>	Hoogstraten, Belgium	<b>Date Created</b>	22-7-2022
<b>Created By</b>	Gerard Vegter	<b>Approved By</b>	

(The above fields should be completed reflecting gategroup’s global taxonomy structure - see help section)

**Job Summary:**

As a result of the worldwide implementation of a new state of the art ERP system we have an open position for a centrally placed controller. The controller will assume joint responsibility with the Finance team for the controlling, accounting and reporting of deSter. The position plays an active role in the worldwide operation with a strong focus on the sites in Belgium, Germany and the United States.

The position is centered around four main responsibilities; (1) the monthly/budget/forecast financial reporting and controlling, (2) daily/weekly/monthly financial KPI reporting and controlling, (3) ad hoc variance analyses and reviews involving the relevant financial and operational kpi’s and (4) general support to the worldwide Finance team. To successfully take on these responsibilities we require a person with a pro-active and persistent attitude, IT affine and ability to manage varied workload, prioritize and meet strict deadlines.

This opportunity provides significant insight in the worldwide financial and operational processes and their impact on the profit and loss and is considered a good growth position for a high potential and will provide a high performer with room for growth and learning opportunities within the company.

**Main Duties and Responsibilities:**

- Monthly financial reporting (accounting system and HFM) including but not limited to:
  - Support manufacturing controller in month end closing procedures
  - Support Stock reconciliation and provisions
  - Profit, cost center and business area analysis
  - Process month end accrual accounting entries
- Support Budget and rolling forecast preparation and reporting
- Support monthly, quarterly and annual tax reporting and filing
- Provide assistance to the deSter accounting manager(s) in month end tasks
- Provide backup and assistance to the deSter Business Unit controller in consolidation and group reporting tasks
- Actively support the CFO and the Finance team on various ad hoc tasks (subsidy requests, short term forecast, transfer pricing and taxes)
- Assist in new proposals/projects as required and support new business ventures where appropriate
- Perform other duties as needed
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**Qualifications**

**Education:**

- Associate degree in Accounting, Finance, or related field required

**Work Experience:**

- Minimum of 4 years relevant working experience (accounting/controlling/reporting in a manufacturing environment or external audit)

### Job Skills:

- Strong analytical and problem-solving skills. Ability to define problems, collect data, establish facts, draw valid conclusions and solve problems in a timely and accurate manner
- Must be a self-starter and motivated to complete tasks timely and with accuracy
- Ability to manage varied workload, prioritize and meet strict deadlines
- Strong international business acumen
- Practical background in Finance environment of an international, large size company desired
- Excellent MS Office skills, especially Excel, required; Power BI is a plus
- Experience with SAP FI and BW, HFM and Microsoft Dynamics is an advantage
- IFRS, Dutch and/or Belgium GAAP

### Technical Skills: (Certification, Licenses and Registration)

- CPA or finance/accounting certifications a plus

### Language / Communication Skills:

- Fluent Dutch (verbal and written)
- Good verbal and written English skills
- Knowledge of German is a strong plus
- Pro-active and persistent
- Strong interpersonal skills and comfortable communicating with all levels of the organization required

### Job Dimensions

**Geographic Responsibility:** worldwide

**Type of Employment:** Full time

**Travel %:** 0 - 5%

**Exemption Classification:** N/A

**Internal Relationships:** Accounting, Controlling, Business Partner - Operations, Supply and Demand, Customer Service

**External Relationships:** As Needed

**Work Environment / Requirements of the Job:** Regular Office Environment / Hybrid working

**Budget / Revenue Responsibility:** N/A

### Organization Structure

**Direct Line Manager (Title):** Gerard Vegter, Chief Financial Officer deSter

**Dotted Line Manager (Title, if applicable):** N/A

**Number of Direct Reports:** N/A

**Number of Dotted Line Reports:** N/A

**Estimated Total Size of Team:** N/A

### gategroup Competencies Required to be Successful in the Job:

- **Thinking** – Information Search and analysis & problem resolution skills
- **Engaging** – Understanding others, Team Leadership and Developing People
- **Inspiring** – Influencing and building relationships, Motivating and Inspiring, Communicating effectively
- **Achieving** – Delivering business results under pressure, Championing Performance Improvement and Customer Focus

### Demonstrated Values to be Successful in the Position

Employees at gategroup are expected to live our Values of Excellence, Integrity, Passion and Accountability. To demonstrate these Values, we expect to observe the following from everyone:

- We treat each other with respect and we act with **integrity**
- We communicate and keep each other informed
- We put our heads together to problem solve and deliver **excellence** as a team
- We have **passion** for our work and we pay attention to the little details
- We foster an environment of **accountability**, take responsibility for our actions and learn from our mistakes
- We do what we say we will do, when we say we are going to do it
- We care about our coworkers, always taking an opportunity to make someone's day better

*The above statements are intended to describe the general nature and level of the job being performed by the individual(s) assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required. gategroup reserves the right to modify, add, or remove duties and to assign other duties as necessary. In addition, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position. Candidates may be required to go through pre-employment drug screen, criminal check and/or airport fingerprinting.*

*gategroup – an equal opportunity employer. We are committed to workforce diversity and actively encourage all qualified persons to seek employment with us, including, but not limited to, racial and ethnic minorities, women, veterans and persons with disabilities.*