

A horizontal banner image with a green tint. It shows a close-up of a water droplet on the left, two scientists in white lab coats working in a lab in the center, and a glass dropper on the right.

## EMEA Regional Controller m/w/d

Vantage™, headquartered in the United States with regional locations in Europe, Asia and Latin America, is a uniquely positioned specialty ingredients company providing customers with naturally derived ingredients and formulations for personal care, food, consumer and industrial end markets. This customer-focused provider of tailored solutions and specialty ingredients is fully integrated from farming operations through to formulated solutions in key products and possesses world-class formulation and manufacturing facilities at 10 R&D and production facilities on three continents. Vantage™ supplies more than 2,500 products to a diverse and growing base of blue-chip customers in more than 60 countries. With sales over \$700 million, 900 employees and a strong footprint in 13 countries, Vantage™ is an innovative market leader. The company is focused on aggressively growing in key subsegments of its core markets with active plans in pursuit of inorganic growth.

Vantage's strong market position is a result of its industry leading formulation capabilities, high quality manufacturing facilities, broad product offering and global reach. Vantage's strategy is built around its customer centric technical support and customer service groups. Vantage™ is managed by a highly experienced and talented executive team. It has been transformed from a portfolio of individual companies into a leading, vertically integrated specialty chemicals business with a cohesive market strategy.

The Company's market facing business units include Personal Care, Food and Industrial organized through both a Global business and Regional structure. This innovative, solutions-oriented organization is committed to maintaining its leadership position in its markets. Vantage™ is positioned to benefit from a growing market for naturally derived specialty ingredients and has experienced solid organic growth.

Additional Company information is available at [www.vantagegrp.com](http://www.vantagegrp.com)

### POSITION SUMMARY

Oversight of European accounting team including Spain, South Africa and Germany. Responsible for leading the team on accounting and tax compliance requirements including statutory reporting and reporting to U.S. corporate team. Key focus areas will be on inventory and product costing to help determine customer and product profitability by market.

The position will be based in Granollers, Spain.

## **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Oversee the operations of the accounting departments in the region, including the design of an organizational structure for achieving the department's goals and objectives, considering such items as shared services for the region.
- Manage the Accounting Staff in the region including direct and indirect reports; provide coaching, counseling and development for continuous improvement of the team.
- Ensure timely completion of month-end financial close, including review and issuance of monthly financial statements and analysis with recommendations for all impacted entities
- Leads team's preparation and analysis of financial data and reports including reporting on variances from the budget and report significant issues to management
- Present business results to senior management with a comprehensive understanding of the business drivers and opportunities. Work closely with division operators and finance groups to fact gather material information relative to the business strategy
- Hold financial review meetings when required. Provide results overview and drive accountability and ownership of revenue, costs and initiatives
- Provide for a system of management cost reports
- This role will develop key performance metrics, financial modeling, pro-forma(s) and benchmarking based on industry standards.
- Strong experience with cost accounting - planning, studying and collecting data to determine costs of business activity such as raw material purchases, inventory and labor. Analyzing actual manufacturing costs and periodic reports comparing standard costs to actual production costs.
- Supervision of treasury functions in the region including day-to-day cash management and weekly cash forecasting and managing bank relationships along with Finance Director.
- Work with external providers on compliance matters, such as statutory audits and tax compliance, including such items as transfer pricing studies.
- Maintains and enforces a documented system of accounting principles and procedures

## **DESIRED BACKGROUND**

- Solid academic credentials, plus attainment of a accounting certification.
- Minimum 10 years of accounting experience needed with substantial experience in manufacturing along with product costing experience working with inventory across varying cost structures.
- An appreciation for detail-oriented management processes.
- A desire to learn the company's business and industry, coupled with a desire for continued professional growth and potential upward mobility.
- Ability to work on multiple projects and simultaneously supervise staff
- Ability to balance changing and potentially conflicting priorities & working with uncertainty
- Strong communication skills for making presentations, developing and maintaining relationships with ability to communicate complex issues in a crisp, clear and concise way is ideal.
- This individual must be self-motivated, results orientated and have the ability to organize/manage multiple tasks.
- Ability to identify problems, formulate solutions, influence others, and drive results are important skills for this role.
- Computer literacy with proficient use of Microsoft (Excel, PowerPoint, Word)

## IDEAL PERSONAL PROFILE

- Capable of building and sustaining strong operating teams, takes a people first approach, and works cooperatively with peers. Has an ownership mentality that is focused on One Vantage™ to deliver Vantage™ overall performance above all else.
- Has passionate leadership skills and operates with a sense of urgency. Known as a clear communicator and collaborative, inspiring executive who knows how to evaluate, energize and motivate a team to deliver results.
- Is a facilitator of change. Knows how to challenge the status quo and possesses the long-ranged vision to present, sell, and implement new approaches/solutions.
- Has the ability to manage grey space between being action and results oriented and effectively communicating and collaborating with senior company executives.
- Financially savvy and metrics-driven. Makes decisions based on facts and data.
- Has the passion, enthusiasm, and the absolute drive for results with a clear focus on revenue and EBITDA growth. Thrives at working under pressure.
- Has an approachable and open management style. Is well-grounded with a common-sense approach and deals well with diverse personalities at all levels of an organization. Treats people with respect and has impeccable integrity.
- Conducts themselves both personally and professionally with the highest ethical standards and thoroughly recognizes that they represent Vantage™ in the marketplace and local communities where the company operates.
- Possesses a high level of intelligence and business acumen. Has the capacity to take on broader leadership responsibilities in the future. Has the vision to see future product opportunities, innovations, and market trends. Analytically and intellectually curious.
- Has outstanding presentation skills. Knows how to effectively communicate and sell his/her ideas at all levels. Strong listening skills and seeks/welcomes inputs/ideas from others.
- Resourceful self-starter who excels in a lean and resource-light organization.
- Possesses demeanor, personality, credibility, and the leadership style that will engender confidence and trust with all stakeholders including customers and from all levels of the Vantage™ organization.
- Firmly believes that both sustainability and profit are in the organization's best long-term interest.
- Integrates economic, societal, and environmental factors into a purpose-driven strategy, turning sustainability into a competitive advantage.

Please send your detailed application as a compact PDF document and as an e-mail attachment to [Bewerbung.DE@vantagegrp.com](mailto:Bewerbung.DE@vantagegrp.com)

We look forward to meeting you.

Vantage™ complies with all data protection regulations. By submitting your application, you authorize us to use your documents internally (inside and outside the EU) as part of our application process.