

FP&A Specialist (m/f/d), Focus Transformation & Turnaround

At Motherson, we're committed to creating long-term jobs and advancing global careers. Featured on TIME's World's Best Companies list, we are a diversified global design, engineering, manufacturing, assembly and logistics specialist, delivering full-system solutions to customers across industries. With a focus on innovation, quality and sustainability, we strive to be a trusted industrialisation partner and an employer that nurtures a diverse, inclusive workplace.

Our global and regional headquarters act as key hubs connecting teams, businesses, and markets worldwide, supporting Motherson's global operations and growth. These centres enable collaboration, facilitate informed decision-making, and provide the foundation for our diverse businesses. Join us to work in a dynamic global environment where your contribution plays a meaningful role in Motherson's continued growth.

Your tasks.

FP&A, Business Monitoring & Budgeting

- Budget Coordination: Support the end-to-end coordination of the annual budgeting and quarterly forecasting processes across all business verticals within the COE perimeter.
- Target Setting: Perform detailed analysis to establish ambitious yet realistic financial targets.
- Performance Tracking: Monitor KPIs and business performance with focus on ROCE and EBITDA-FCF conversion across all business verticals within the COE perimeter, providing the COE management team with actionable insights.

Expansion & Footprint Strategy

- Business Case Development: Create robust financial models and business cases for market expansions and new location openings.
- Strategic Footprint: Support analyzing current geographical and operational footprints to identify

What we offer.

The team is growing at the same time our Group grows. Therefore there are many opportunities for you to grow with us!

You will work in a flexible working environment within a multinational team and in contact with all management levels of Motherson.

We show our commitment to our people via the following values:

- **Interest for each other**: We act with empathy and care about each other and about our counterparts.
- **Togetherness**: We work together collaboratively and selflessly.
- **Trust**: **:** It is a given from Day 1, but if you mistreat someone, you can lose it. Therefore we say what we mean, keep our promises and treat others with respect.
- **Respect**: We respect and value people of all backgrounds. Respect is a common ground we work with each other.

opportunities for overhead efficiency improvements, scaling or consolidation.
- Market Intelligence: Support the evaluation of market entry barriers, investment requirements, and expected ROI for growth initiatives.

Performance Improvement & Turnaround Management

- Root Cause Analysis: Dive deep into the financials and operations of underperforming units to identify the "why" behind the numbers.
- Turnaround Concepts: Collaborate with cross-functional teams to design and implement turnaround strategies and efficiency programs.
- Execution Support: Monitor the progress of restructuring measures and adjust strategies to ensure a return to profitability.

Your profile.

- Bachelor's degree in Business, Finance or a related field. Master degree is a plus
- Proficiency level in financial statements understanding
- Financial modelling / controlling skills
- Strong Microsoft Office skills, specially Excel and PowerPoint
- Mass data analysis automation capacity in MS Excel
- Results-oriented with demonstrated ability to work independently and efficiently, meet demanding deadlines and balance multiple tasks in a fast-paced environment
- Basic knowledge of ERP systems (preferentially SAP)
- Understanding of the importance of the financial business KPI´s
- Excellent English knowledge, German is preferred and other European language is a plus
- Flexibility to travel

- **Enthusiasm**: We are curious, ambitious, passionate, humble and life-long eagerly learners.

What we expect as well.

Team Leadership & Workplace Culture

- Fosters and maintains a collaborative, positive, and healthy work environment.
- Promotes a culture of safety and compliance with all company, health, and safety regulations.
- Contributes actively to the organization and execution of team events

How to apply.

Have we raised your interest? Then apply for the job with your complete application documents directly on this page.

Should you have any further questions, please feel free to contact us by phone at the following number: +49 (0) 6181 – 36972150.

We look forward to getting to know you soon!

Apply now