

Group Finance Manager – Germany

Role title: Group Finance Manager – Germany

Location: At an Alaris Group site office near Ravensburg, operating on a hybrid basis with approximately 50% onsite and with regular travel between group sites in Germany and Finland.

Reporting line: Functional reporting to the Group CFO, while working closely alongside the existing Group Finance Manager and supporting local Managing Directors and site management. The two finance-management roles should be designed with sufficient overlap to provide cover, continuity and resilience in times of capacity need or absence.

Role purpose: To provide Germany-focused finance leadership across the two German operations and, following a period of settlement at the German sites and systems and process bedding-in, support to Alaris Cojot, combining business insight, FP&A capability, reporting discipline, systems development and practical finance process improvement across a developing multi-site environment. The role will work closely with the existing Group Finance Manager and is intended to provide cover and support, including in other areas of the Alaris Group where required, to enhance collaboration, consistency and wider finance integration. Support to Alaris Cojot is anticipated to become a more active priority at around 18 months. The role carries stated potential to expand into **Regional Finance Manager** over time as the regional scope broadens. The role is based on a 40-hour working week and requires sufficient flexibility to meet Alaris Group reporting needs and deadlines.

The Alaris Group is seeking a commercially minded and operationally strong Group Finance Manager – Germany to be based at an Alaris Group site office near Ravensburg. This role will provide finance leadership across the German operations and, in time, support to Alaris Cojot (Finland), while working as part of the wider Group Finance structure alongside the Group Finance Manager. The successful candidate will combine strong FP&A skills with hands-on finance leadership, German reporting capability, systems awareness and the confidence to work closely with management teams across multiple sites. The role includes ownership of budgeting, forecasting, monthly management information, reporting packs, balance sheet discipline, local German reporting, IFRS support to the group, and practical development of finance processes, controls and business information. The individual must have a strong working knowledge of German payroll and procedures, with the ability to provide monthly oversight and controls across both German sites. They must also have a good knowledge of IT, be a competent user of BI and Excel, and be able to develop dashboards and clear reporting techniques that support business understanding and decision-making. They must be conversant in English, comfortable working with auditors, tax specialists and other external providers, and capable of supporting and attending Managing Directors at board meetings, presenting financial information and assisting with local company secretarial aspects.

The role is based on a 40-hour working week and requires flexibility to meet Alaris Group reporting needs and deadlines. It will operate on a hybrid basis with an anticipated working pattern of approximately 50% onsite at the Ravensburg office and 30% at Alaris Kuhne. Support to Alaris Cojot is expected to follow a period of settlement at the German sites and systems and process bedding-in, anticipated at around 18 months. The role carries stated potential to expand into **Regional Finance Manager** over time as the scope broadens. It should also be understood that the role will work closely and day to day report to the Group Finance Manager and take day to day direction and provide cover and support, including in other areas of the Alaris Group where required, in order to enhance collaboration, consistency and wider finance

integration. Particular emphasis should be placed on the Alaris Group context: this role will work through a matrix structure and therefore requires someone who can operate confidently across local business management, German operations and wider group finance, while helping ensure consistency, continuity and scalable finance capability across the international structure.

The role will report to the Group CFO whilst day to day work in tandem with but report to the Group Finance Manager.

Key responsibilities:

- Provide finance leadership to the Alaris Group sites in Germany and support to Alaris Cojot in Finland.
- Own budgeting, forecasting, monthly management information, business plan support and performance analysis across the relevant operations.
- Own and maintain the balance sheet pack and reporting pack and act as the go-to source for financial information across the three operations, initially focusing on the two German sites.
- Work effectively with German regulatory requirements and coordinate local reporting through DATEV, while supporting IFRS-based reporting into the group.
- Maintain strong working knowledge of German payroll and related procedures and provide monthly oversight and controls across both German sites.
- Support acquisitions and post-acquisition integration through ERP implementation, systems embedding and BI reporting development.
- Develop finance processes, controls and business information within a start-up style investment environment at one of the Alaris Group sites in Germany
- Work closely with local management teams to improve reporting, controls, decision support and finance discipline.
- Work with external providers including auditors, tax specialists and other relevant bodies.
- Support grant programmes and other finance projects where required.
- Support and attend Managing Directors at board meetings, present financial information and assist with local company secretarial aspects.
- Support group-wide BI and systems integration over time and maintain strong capability in Microsoft Dynamics 365 Business Central / Navision.
- Use strong IT, BI and Excel capability to develop dashboards and clear reporting techniques that improve visibility, insight and business decision-making.
- Provide oversight and support to the local finance roles and ensure continuity, cover and resilience across the sites.
- Work closely with the existing Group Finance Manager and provide cover and support, including in other areas of the Alaris Group where required, to enhance collaboration, consistency and wider finance integration.

Candidate profile:

- Strong finance leadership experience in a manufacturing, engineering or multi-site business environment.
- Demonstrable FP&A capability, including budgeting, forecasting, MI and performance analysis.
- Strong understanding of German finance, payroll and reporting requirements, with the ability to work effectively with DATEV and local advisors and provide monthly oversight and controls across both German sites.

- Experience of IFRS reporting support within a group environment.
- Experience of working at an operational finance level, ideally within an engineering environment.
- Strong IT and systems capability, ideally including Microsoft Dynamics 365 Business Central / Navision, confident BI/reporting development and advanced Excel skills.
- Comfortable operating in a practical, hands-on role and willing to develop processes from the ground up.
- Confident communicator in English, able to work effectively with management teams and external stakeholders. Able to converse in German, both at a business technical / finance level and conversational.
- Willing and able to travel regularly between sites, within Germany and further afield.
- Strong openness and communication across the group, with the judgement to uphold confidentiality and operate effectively within a complex matrix environment.