




**Company**  
**Description**

Ready to Elevate Your Career with Sibelco? Are you a Dynamic Controlling Professional with experience in automation & transformation and are eager to make a significant impact in a leading global company? We are looking for someone with strong & relevant financial background, someone who likes working in a challenging & innovative environment, enjoys driving new initiatives and feels comfortable working in an environment where processes still need to be streamlined. Does this sound like you? If so, then this is the role for you! Sibelco is a Global Material Solutions Company. We mine, process and sell industrial minerals at locations worldwide, focused primarily on silica, clays, feldspaths and olivine. We are also leaders in glass recycling. The Sibelco Group operates over 110 production sites in 31 countries, with a team of over 5,000 people. Click to see how Sibelco materials are used in products within and outside your home. As a Global Controller, you will play a pivotal role in leading the controlling activities interacting with colleagues across all Sibelco global locations and functions. You will work closely with these internal partners to provide timely & accurate financial information related to HR matters producing high quality reports in PowerBI, and you will help drive HR & Controlling process improvement.

**Information**

 Deadline: 2024-10-26  
 Category: Business  
 Province: Bizkaia

 Country: Basque Country  
 City: Bilbao

**Company**

Sibelco

**Main functions, requisites & benefits****Main functions**

In the Role of Global Controller, your Responsibilities will include but are not limited to: Developing in-depth HR cost analysis of the monthly HR reporting data (personnel costs and FTE) vs expectations, and define monthly/quarterly controlling KPIs to ensure a close monitoring of the evolution. Revising monthly rolling forecast on staff costs & FTEs by providing a critical assessment on headcount phasing & people costs projections. Managing budget and forecast processes for Personnel costs, both on the technical development and side and also regarding communication and alignment with stakeholders. Ensure budget / forecasting, business review, and other management reporting deadlines are met. Conducting scenario analysis and modelling using data visualization tools to support business decisions. Contributing on the preparation of monthly and ad-hoc Board packs. Presenting of analytical review and findings to senior management. Identifying process improvement opportunities and support the delivery of improvements in processes, systems and procedures. Ensuring data quality and documentation of relevant processes with regards to HR costs data is created and maintained. Building strong relationships with the Global HR team, subregional HRDs and FDs and senior management (VPs and EXCO members). Designing & producing standard and ad hoc HR costs dashboards and reports, incl. variance analysis and relevant, insightful and accurate commentary.

**Requisites**

**What We're Looking For** At least 7 years of experience in a Controller Position (preferably within a large or multinational organisation). Strong knowledge of Finance & HR KPIs. Interest in new automation possibilities. Experience acting as a Business Partner. Ability to interpret financial information to provide analysis & commentary. Experience using Power BI in a professional environment is essential as you'll be expected to use it from the start. Proficiency in Microsoft Excel and ERP systems (experience with SAP and Tagetik is an advantage). Excellent communication and interpersonal skills. Team player attitude. Creative self-starter with ability to manage multiple priorities and work independently as well as contribute to the broader team. Sound logical thinker with a high attention to detail & accuracy. Strong problem-solver with good analytical skills, proactiveness and agility. Strong sense of accountability as well commitment. Full proficiency in English.

**Benefits**

Inclusive Team Culture: Attractive Employer [sibelco.com](https://www.sibelco.com)

Sibelco recognises the strength of our diverse global workforce and values difference and inclusion for all. Our rich mix of people bring an exciting exchange of ideas and knowledge to keep us moving forward and innovating new solutions. We seek talent of all backgrounds and abilities and continue to develop our leaders and our culture to help all current and new employees to grow and reach their full potential.