



JOB PROFILE

Reym
Financial Director

Business partner with communication skills



Office: Amersfoort, the Netherlands

1. REYM

REYM has been providing professional industrial cleaning for over 65 years. They also have plenty of experience with safe waste transport and responsible waste management. In 1953 Marginus Reijm started with tank transports for the NAM. Over 65 years later REYM is now a company with 11 locations and about 700 employees.

REYM is belonging to the REMONDIS Group, one of the world's five largest privately owned water and recycling companies with 32,000 employees. More than 30 million people and many thousands of public and private sector clients already benefit from the REMONDIS Group's services. Focusing on its customers' requirements, REMONDIS provides reliable services and innovative solutions within the recycling and water sectors. Reym is part of Remondis Maintenance & Services GmbH.

To the website: <https://www.reym.nl>

2. PROFILE

Key accountabilities:

As part of the Directors Team, the Finance Director will be a business partner to the Managing Director supporting on developing strategy, business decision making with commercial skill and financial grip, bringing the data to the table to drive insightful and objective decision making. The Finance Director will also be a leader of the finance teams: the controllers, business partners and the finance-, legal and IT. The Finance Director has two direct reports, namely the Group controller and the IT manager. He will be the custodian of good governance: improving processes, internal controls, especially cash management, building best practice, managing risk and insurance issues. The Finance Director will have a direct dotted report line to the Finance Director of the holding company (REMONDIS Maintenance & Services GmbH) and will take care of liaison.

3. TASKS AND RESPONSIBILITIES

Be a business partner:

- Be a business partner to the business leader and require all our organisation to do the same.

- Support the Managing Director and the management team in the creation and implementation of the strategy and operational plans.
- Be a leader in the analysis and management of pricing, margins, cost and capital allocation.
- Ensure that replacement and growth capital is identified, procured and commissioned on time and on budget, delivering the expected returns.
- Identify, fix or dispose of underperforming businesses or assets.
- Identify, measure and support continuous cost reduction activities.

Lead the finance organization:

- Produce timely, owned, accurate, accessible and relevant management & financial information.
- Deliver accurate, well founded and owned budgets, forecasts and strategic plans that support decision making.
- Ensure cash management and forecasting through revenue, pay and procurement cycles.
- Ensure that the finance organization is aligned to the businesses they support.
- Ensure that the right KPIs are agreed between functions, measured, shared and acted upon.
- Drive efficiency in the processes to release resource to add value.
- Monitor and manage working capital to protect and safely minimise capital employed. Optimise the balance sheet with regard to both assets and working capital.
- Ensure all assets and liabilities are properly reflected in the balance sheet.

Focus on maintaining or improving good governance:

- Ensure risk management of all projects, investments & acquisitions.
- Ensure compliance with stakeholder and regulatory needs.
- Prepare all supporting information for the annual audit and liaise with the holding and the external auditors as required.
- Good governance: improving processes, internal controls, leveraging the capability and best practices from across the group.

Manage and consistently improve the data and Information Systems

- Ensure leadership of the IT department and projects.
- Implement and manage IT systems to support operations and liaise with the holding.
- Deliver financial systems capable of efficiently delivering high quality financial reporting and performance measurement throughout the business to all stakeholders.
- Deliver financial and IT systems capable of facilitating business goals and integrating new businesses.

Develop and improve the finance team and the level of finance capability

- Be sure that the finance organisation has clear and communicated roles and responsibilities from top to bottom.
- Own and be accountable for the performance of the team, business and the data they produce and use.
- Act so as to deliver the values and enhance the value of others. Make the values real for the finance team.
- Performance and manage the team through personal and team goals and regular feedback, recognising and managing underperformance issues as soon as they arise.

4. JOB REQUIREMENTS, COMPETENCES, KNOWLEDGE, SKILLS AND PERSONAL QUALITIES

Experience required

- A strong technical accounting grounding (Master/RA qualified) gained in a well-regarded professional services organisation and supplemented with relevant working experience.
- The ability to act as partner to the Managing Director, providing strategic, analytical and business support, ideally within a business that has delivered long term complex programs.
- Previous experience of leading a finance team in a senior financial role, as a finance director and an ability to provide direction, development and leadership to the finance team.
- Demonstrable experience of improving control, process and rigor around financial and operational metrics and the ability to analyze and present accurate and concise management information.
- Strong at leading cost optimization programs, managing delivery of cost performance improvement plans and fostering a cost conscious culture.
- Dutch native speaking, English speaking and writing, knowledge of German is a pre.

Leadership, Behavioral and Personal Characteristics

- Demonstrate significant drive, high energy and real appetite for delivery whilst always acting with high integrity.
- Be a flexible and inquisitive thinker; capable of challenging the status quo.
- A true team player with a low ego, a good sense of humour and strong work ethic.
- Be able to provide direction while also taking advice.
- Have a collaborative approach, with a tendency to work closely through others from outside of the finance function as well as those within.
- Understands ethical behavior and business practices and ensure own behavior and the behavior of others is consistent with these standards and aligns with the values of our organization.
- Works cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness.
- Assess situations to determine the importance, urgency and risks, and make clear decisions which are timely and in the best interests of the organization.

Key relationships:

- Managing Director
- Operations director
- MD REMONDIS Maintenance & Services
- FD REMONDIS Maintenance & Services
- Group controller
- Leadership team
- Financial Controllers
- IT Manager
- Procurement Manager



BELJON
WESTERTERP

5. **Reym is offering**

A pleasant and no-nonsense working environment and a good package of employment conditions.



CONTACT

For questions please kindly contact:
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