Europe & Asia Finance Director

Strategic Finance Leadership | International Manufacturing | Business Performance & Value Creation

Hartmann Packaging is seeking an experienced, commercially minded and strategically capable Finance Director to join its Europe & Asia Management Team.

This is a high-impact leadership position offering the opportunity to influence strategic decisions, strengthen operational and commercial performance, and drive value creation across an international manufacturing organization.

Reporting directly to SVP Europe & Asia, you will act as a trusted advisor and strategic business partner, combining strong financial expertise with a deep understanding of manufacturing operations and commercial dynamics.

The Role – Driving Business Performance and Strategic Execution

As Europe & Asia Finance Director, you will play a central role in shaping and executing the division's strategic priorities, ensuring that financial insights translate into measurable business results.

You will lead the Business Finance organization across Europe and Asia, working closely with manufacturing, commercial and supply chain leadership to improve profitability, operational efficiency and capital allocation.

Your key responsibilities will include:

- **Strategic leadership and business partnering:** Actively contribute to the Europe & Asia Management Team, challenge business decisions and drive structured execution of strategic priorities.
- **Financial and operational performance:** Lead business controlling across manufacturing, commercial and supply chain operations.
- **Capital investments and value creation:** Drive financial evaluation of strategic investments, challenge business cases, participate in capital allocation priorities and reporting of realization of expected returns.
- **Commercial finance:** Strengthen insights into pricing, customer and product profitability, contribution margins and opportunities for profitable growth.
- **Business Intelligence and digitalization:** Develop data-driven performance management, improve reporting and automation, and explore opportunities to leverage digital technologies and AI.
- **Leadership and organizational development:** Lead and develop an international Business Finance team, fostering accountability, collaboration and proactive business partnering.

You will work closely with Group Finance while maintaining a strong focus on the operational and commercial performance of the Europe & Asia division.

Your Profile – Commercially Minded Finance Leader with Industrial Insight

We are looking for an experienced Finance Director, Divisional CFO, Regional CFO or senior Business Finance leader with extensive experience from an international manufacturing or industrial environment.

You bring substantial experience in manufacturing finance, industrial controlling and operational performance management, combined with a solid understanding of production economics, standard costing, capacity utilization and profitability.

You have demonstrated the ability to act as a strategic trusted partner to senior management, challenge business assumptions and translate financial analysis into commercial and operational improvements.

You are comfortable navigating international organizations and developed finance teams across functions, business units or geographical markets.

Furthermore, you have a strong data-driven mindset and value how Business Intelligence, digitalization and automation can strengthen financial transparency and business decision-making.
You are analytical and commercially oriented, with the ability to translate strategic perspectives into practical actions and business results. You provide clear and objective financial advice, communicate effectively with senior stakeholders and build trusted relationships across the organization.
You communicate fluently in English and hold a Masters's degree in Finance, Economics, Business Administration or a related discipline.

The Opportunity – A Strategic Role with Significant Business Impact

Hartmann offers a strategic leadership position with broad responsibility across Europe and Asia, combining financial leadership and close collaboration with senior leaders across an international manufacturing outfit.
You will become a key member of the Europe & Asia Management Team, with direct access to senior leadership and significant opportunities to influence strategic direction, operational performance and long-term value creation.
The position combines strategic leadership, commercial business partnering and hands-on operational finance, making it an attractive opportunity for an ambitious finance executive who thrives on driving tangible business results.
The position is based at Hartmann's headquarters in Kongens Lyngby, Denmark, with international travel as required.

Contact and application

Hartmann is assisted in this recruitment process by European Search Company.
For more information, please contact Brian Ranvits on +45 2048 0548.
Please submit your application using the apply button below. We review applications as they arrive and encourage you to apply at your earliest convenience.

About Hartmann Packaging

Founded in 1917, Hartmann is headquartered in Lyngby, Denmark. Hartmann is the world's leading specialist in moulded fibre egg packaging and a trusted partner in the global food supply chain.
With more than 100 years of experience, we combine deep technology and manufacturing expertise with a strong global presence to design, produce, and deliver innovative moulded fibre products. In doing so, we provide sustainable packaging that helps feed the world – one carton at a time.
Hartmann employs approximately 3400 employees across Europe, North America, South America, and APAC. Hartmann is part of the THORNICO Group