

READY FOR A TAILOR-MADE CAREER THAT SUITS YOU ?

Business Performance Controller



Permanent Contract



Full Time



CMAI GROUP



Spain

WHO ARE WE ?

The CMAI Group (1,600 employees) is a major player in Europe in custom interior space design: sliding and interior doors, glass partitions, walk-in closets, storage, kitchens and bespoke fittings. Our products are manufactured in our factories in France and Spain and sold through 13 dedicated brands.

Driving both organic and M&A-based growth, the Group is creating the position of Business Performance Controller to seize numerous business improvement opportunities and to support operational managers in these actions.

YOUR MISSION

The role will initially focus on the Spanish operations (3 sites, 800 employees, fast growing revenue of 75 m€) of the group and could ultimately be extended to group level (12 sites, 1600 people, revenue of 215 m€). It will initially report to the group CFO and have strong interactions with General Management, Plant Management, Production, Supply Chain, Engineering, Maintenance, Quality, Sales, and Finance.

The Business Performance Controller will be responsible for measuring, analyzing, and communicating the operational and financial performance of the business, translating data into actionable insights that managers can use to make decisions, and coordinating performance improvement initiatives across the organization.

Working closely with operational managers and senior management, the role ensures a clear understanding of the key drivers of performance, cost, and profitability by product line, sales channel, or business segment.

The position acts as a business partner to Operations, helping managers understand performance gaps, identify improvement opportunities, define action plans, monitor their impact on operational efficiency and profitability and challenge progress. The ultimate objective is to strengthen performance management, support fact-based decision-making, and contribute to sustainable improvements in business results.

Key Responsibilities

Performance Measurement and Analysis

- Define, monitor, and analyze key operational and financial performance indicators.
- Ensure reliable processes for data collection and measurement are implemented and properly used
- Identify performance deviations, trends, and underlying drivers, distinguishing between operational, financial, and external factors.
- Translate performance data into clear, understandable insights and recommendations for operational managers.

Operational Business Partnering

- Work closely with operational managers to help them understand their performance, its key drivers, and its financial implications.
- Facilitate regular performance reviews with department heads and operational teams.
- Challenge performance assumptions and encourage a fact-based approach to operational decision-making.
- Highlight areas of underperformance and help managers prioritize improvement opportunities.

Performance Improvement Coordination

- Coordinate performance improvement initiatives across Operations and relevant support functions.
- Work with action owners to define improvement plans, objectives, milestones, responsibilities, and expected benefits.
- Monitor the implementation and progress of improvement actions, identifying delays, obstacles, and risks.
- Measure the operational and financial impact of implemented actions against initial objectives.

- Support the integration of the Group's companies by establishing performance baselines, harmonizing key performance indicators (KPIs), identifying opportunities for improvement, and monitoring the realization of operational and financial synergies.

Profitability Analysis by Product Line and Sales Channel

- Analyze profitability by product line, sales channel, customer segment, or other relevant business dimensions.
- Develop a detailed understanding of revenue, direct costs, industrial conversion costs, logistics costs, and other relevant cost drivers.
- Highlight differences in profitability across products and channels and explain the underlying operational and commercial drivers.
- Identify opportunities to improve product and channel profitability through cost optimization, productivity improvements, mix optimization, and better resource allocation.

Forecasting and Decision Support

- Contribute to budgeting and forecasting processes by providing operational insights and analyzing expected performance trends.
- Support financial reviews by reconciling operational indicators with financial results.
- Develop analytical tools and reporting methods that improve performance visibility and decision-making.

YOUR PROFILE

Qualifications and Experience

- Master's degree in finance, Management Control, Industrial Engineering, Business Administration, or a related field.
- Over 5 years of experience in industrial controlling, business controlling, performance management, or a similar role in multi-site industrial organization.
- Strong understanding of industrial cost structures, manufacturing processes, and operational performance drivers.
- Demonstrated ability to work closely with operational managers and influence stakeholders across functions.
- Demonstrated ability to develop and implement pragmatic analytical tools, reporting processes, and performance management solutions quickly.
- Advanced Excel skills and experience with ERP systems and data visualization tools such as SAP, Power BI, or equivalent platforms.

Key Competencies

- Analytical mindset: Ability to turn complex data into clear insights and identify the drivers of performance.
- Business understanding: Ability to connect operational decisions with financial outcomes and profitability.
- Communication and influence: Ability to make performance understandable and actionable for non-financial managers and to build effective relationships with Operational teams.
- Hands on, results-oriented and "doer" attitude.
- Constructive challenge: Confidence in questioning performance, assumptions, and existing practices.
- Results orientation : focus on measurable outcomes rather than reporting alone.
- Fluent English is a must; Spanish, and/or French speaking

WHAT WE OFFER

A high-impact role reporting to the Group CFO at the heart of the Group's organic and M&A-driven growth. A scope that starts with the Spanish operations, with strong exposure to General Management and to all operational functions.

Ready to take on new challenges ?

Send your CV and cover letter to **recrutement@cmai-groupe.com**

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