



Chief Financial Officer - Active Ants

International

External Description

Chief Financial Officer - Active Ants

Location:

Based in the Netherlands or Belgium, with occasional travel between Active Ants locations (Belgium, Netherlands, Germany, United Kingdom).

Reporting Structure:

Reports to the CFO 3PL EU of bpost Group

Close collaboration with the CEO of Active Ants

Your mission:

The CFO of Active Ants is responsible for overseeing the financial performance and ensuring the financial stability of the company while supporting its rapid growth and international expansion. This role includes strategic involvement in key business decisions, continuous improvement of financial processes, and managing the finance team to achieve profitability and performance goals. The CFO will also play a crucial role in the management team, actively participating in discussions about company strategy, new market entries, and client acquisition.

Your responsibilities::

Financial Oversight and Performance Management:

Lead all financial activities of Active Ants, including accounting, management control, cash management, and financial forecasting.

Analyze and interpret financial data to provide accurate and relevant performance reports to management.

Oversee the preparation and monitoring of the annual budget and financial forecasts, ensuring alignment with the company's growth objectives.

Manage a team of 6 finance professionals, including accounting, management control, and collections.

Ensure that all costs are properly recharged to customers and improve cost allocation processes.

Strategic Decision-Making Participation:

Work closely with the CEO and management team to identify and evaluate growth opportunities (new site openings, international expansion, strategic partnerships, etc.).

Recommend financial strategies that support sustainable growth and operational efficiency.

Actively participate in defining and implementing Active Ants' overall strategy, including discussions on market entry, client acquisition, and investment decisions.

Contribute to the management team by providing insights into site P&L analysis and convincing the bpost group for necessary investments.

Process Improvement and Project Management:

Lead the implementation of the Oracle ERP system to optimize financial processes and ensure smooth integration with existing information systems.

Develop and enhance financial risk management processes to strengthen the company's resilience.

Work on creating and implementing pricing and costing tools to ensure accurate validation of costs per hour and automate pricing where needed.

Improve the billing process, including accounts receivable (AR) and invoice checks, to ensure that billing is appropriate and efficient.

Management and Development of the Finance Team:

Lead, motivate, and develop a finance team of 6 people.

Promote a culture of high performance, collaboration, and continuous improvement within the team.

Ensure effective communication among finance teams based in different countries.

Group Relations and Reporting:

Ensure smooth and transparent communication with the bpost group, including financial results, forecasts, and strategic projects.

Coordinate with the bpost group for accounting matters and integrate their processes into Active Ants' financial operations.

Prepare regular and accurate financial reports for management and shareholders.

Your profile:

Experience and Education:

Master's degree in management engineering, finance, economics, or equivalent; an MBA or professional certification is a plus.

Minimum of 10 years of experience in finance, performance management, or management control, ideally in the logistics, e-commerce, or B2B services sector.

Technical Skills:

Strong knowledge of financial and accounting principles (ability to read and interpret P&L, understand balance sheets).

Experience in implementing or using an ERP (preferably Oracle).

Advanced Excel skills and knowledge of Power BI.

Experience in pricing and costing, with a focus on ensuring accuracy and developing automated tools for pricing and costing.

IFRS knowledge is required.

Ability to lead cost reduction initiatives and improve financial efficiency.

Leadership and Management Skills:

Proven experience in team management, with demonstrated skills in leadership, communication, and managing complex projects.

Ability to work in a multicultural and remote environment, with occasional travel between different sites.

Active participation in management team discussions, contributing to business strategy and decision-making.

Personal Skills:

Excellent analytical skills, problem-solving orientation, and strategic decision-making.

Flexibility, adaptability, and open-mindedness to thrive in a rapidly growing and constantly evolving company.

Collaborative and pragmatic personality, with the ability to work effectively with diverse profiles, avoiding authoritative approaches.

Languages:

Proficiency in English is mandatory. Dutch is recommended; French is a plus.

Why apply?

Dynamic work environment in a rapidly growing and internationally expanding company specializing in e-commerce fulfillment.

Opportunity to directly influence the strategy and performance of an innovative company in the e-commerce fulfillment sector.

Find out more [about bpostgroup](#)

No match?

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More info?

Feel free to reach out to Isabelle.leparlier@bpost.be