PLANT CONTROLLER

*At **Beyers Koffie**, coffee is more than a product. It is a passion that has been driving our business for generations. As one of Europe's leading coffee roasters and private label specialists, we combine craftsmanship, innovation, and operational excellence to deliver high-quality coffee solutions enjoyed by consumers across Europe and beyond.*

*You will become part of a team of more than 170 loyal and passionate colleagues who share a common ambition: to be Europe's leading sustainable private label coffee roaster. Over recent years, the organization has increasingly strengthened its international presence. Today, **Beyers Koffie**, as part of the Sucafina Group, has grown into Belgium's largest coffee roaster and a key player in the European private label coffee market. Here, you will have the opportunity to join a company that invests in its people and fosters a culture of collaboration, flexibility, and entrepreneurship.*

POSITION SUMMARY

We are looking for an experienced Plant Controller to strengthen our industrial finance capabilities and drive operational performance across our manufacturing activities.

Reporting to the CFO, the Plant Controller will act as a strategic business partner to Operations, ensuring industrial performance is measured, understood, and continuously improved. The successful candidate will combine strong financial analysis with deep manufacturing knowledge to identify improvement opportunities, increase profitability, and support data-driven decision making.

The role is expected to deliver tangible improvements in gross margin through enhanced operational efficiency, better cost visibility, and proactive performance management.

Key responsibilities

1. Build a robust costing framework

- Review and challenge existing standard costing methodology: BOMs, routings, cost centers, overhead allocation, and the annual standard-setting process.
- Establish the monthly cycle of variance analysis (price, usage or yield, efficiency, volume, mix) with clear commentary and action owners.
- Review and challenge inventory valuation rules for raw materials, WIP and finished goods, in line with accounting standards, and document them with the Senior Financial Controller. Set up yield, scrap and loss tracking, including the data capture it requires on the shop floor.
- Support the implementation of end-to-end coffee traceability (visibility of coffee flows, cost allocation, cost transparency, validate production yields and conversion factors, …).

2. Drive plant performance

- Define and publish a plant KPI set (cost per unit, OEE or capacity utilization, yield, conversion cost, inventory days, labor productivity,...).
- Run monthly performance reviews with the managers and production leads, challenging the numbers constructively and pushing improvement initiatives.
- Support the budget and forecast for the plant in coordination with the Business Controller and provide cost inputs for pricing and margin analysis.
- Evaluate and follow up on capex projects and investment cases, from business case through post-investment review.

3. Give shape to the new ERP

- Act as the process owner for costing, inventory and production-related finance processes.
- Specify requirements for production orders, costing runs, WIP, variances, inventory valuation and reporting.
- Contribute to the blueprint, master data design, testing and data migration, and ensure the future costing model is defined before system configuration.
- Design the costing approach as a group template.

4. Closing and control

- Deliver inventory and cost inputs to the monthly close on schedule, in coordination with the Senior Financial Controller and the offshore team.
- Perform physical inventory and cycle count controls with operations and analyse adjustments.
- Contribute to internal control design around inventory, production and cost data.

5. Support M&A and growth

- Assess the industrial and cost side of integration initiatives during due diligence: cost structure, capacity, inventory quality, capex needs.
- Support the integration and alignment of costing and reporting processes across the group's operations.

WHO WE ARE LOOKING FOR

Qualifications

- Master's degree in Finance, Controlling, Engineering or Business.
- Relevant experience in finance, with at least 5 years in industrial controlling or cost accounting in a manufacturing environment (process or food industry is a plus).
- Proven experience building or significantly redesigning a costing model, not only operating an existing one.
- Hands-on involvement in at least one ERP implementation or migration, ideally covering production and costing modules.
- Exposure to M&A integration is an advantage.
- Experience working with cross-functional operational teams.
- Fluent in English mandatory; French and/or Dutch is an advantage.

Technical skills

- Standard costing, actual costing, variance analysis, absorption and overhead allocation.
- Deep understanding of production processes, yield and capacity concepts.
- Inventory valuation under IFRS or local GAAP.
- Advanced Excel skills; experience with SAP and Business Intelligence tools (Power BI, Tableau or similar) is highly desirable.

Personal qualities

- Strong business partner with excellent communication skills.
- Results-oriented with a hands-on approach.
- Able to translate operational data into financial insights.
- Curious, proactive and driven by continuous improvement.
- Comfortable working both on the factory floor and with senior management.
- Strong influencing and stakeholder management skills.
- Contribute to a sustainable increase in gross margin through operational performance improvements and enhanced financial insights.

WHAT WE OFFER

- A genuine build mandate with direct access to the CFO and senior leadership.
- A visible role in the ERP transformation.
- A role with scope for continuous learning, development and career progression.
- A competitive salary package, complemented by a wide range of attractive benefits (company car, charging pass, flexible income plan, insurances, meal vouchers, bonus, etc.).
- A company culture that encourages initiative, entrepreneurship and collaboration.

INTERESTED?

Don’t hesitate to send your CV to Sollicitatie@beyers.eu