

2019.04 | Job profile

Finance Director OMRON Healthcare

Jose Salazar (COO): "The biggest challenge is to be a key contributor to the development and execution of the business strategy with the aim to maximize the organization's sustainable growth and profitability."

ORGANISATION PROFILE

Introduction

OMRON Corporation is an electronics company based in Kyoto, Japan. They were established by Kazuma Tateisi in 1933 and incorporated in 1948. The company originated in an area of Kyoto called "Omuro", from which the name "OMRON" was derived.

The OMRON Corporation consists of six divisions, including Industrial Automation, Social Systems, Environmental Solutions, Electronic Components, Automotive Electronics and Healthcare. OMRON developed the world's first electronic ticket gate, which was named an IEEE Milestone in 2007, and was one of the first manufacturers of automated teller machines (ATM) with magnetic stripe card readers.

Over the past years OMRON has taken on countless challenges, pursuing technological innovation by anticipating social needs and quickly responding to them. By creating new value centered on automation, they have contributed to the sound and sustainable growth of society and the improvement in people's lives. As a result, OMRON has grown into a global leader in the field of automation, with some 36,000 employees working in more than 35 countries around the world.

OMRON's mission is to improve lives and contribute to a better society. This represents their commitment to coexist and grow in harmony with society. To live up to this philosophy, all employees will proactively take on new challenges and work together to propel the company forward. They seek to quickly uncover latent social needs around the world and provide products and services that contribute to the sustainable development of society. The core values of the company are:

- Innovation driven by social needs;
- Challenging ourselves;
- Respect for all.

The goal of OMRON is to address the challenges facing people and the Earth today, in order to build an optimal future. They will continue to strive for "a value-generator for people and the Earth that is qualitatively and quantitatively superior" to help achieve a sustainable Earth and society through their sensing and control technologies. OMRON has four focus domains to anticipate emerging needs of society.



Read more about OMRON at <https://www.omron.com/>.

OMRON Healthcare

OMRON Healthcare, as part of the OMRON Corporation, is focused on medical equipment such as digital thermometers, blood pressure monitors and nebulizers. Committed to helping people live a freer and more fulfilling life with zero compromise, OMRON Healthcare is a global leader in the field of clinically proven, innovative medical equipment for health monitoring and therapy. Innovation is in the company's DNA. Recent recognition was the election in the Top 100 Global innovative companies worldwide (2013, 2016).

OMRON Healthcare is the Global No.1 brand in digital blood pressure monitors with over 200 million BPM's sold worldwide. In Europe, Middle East and Africa it is the leading BPM brand. More information about OMRON Healthcare EMEA is available at: <https://omron-healthcare.com/en>.

At OMRON Healthcare, the ambitions is to create an environment where they minimize the current medical impact

that certain conditions have on people's daily lives and create more room for quality of life. Each of their actions and products pursue this mission and are a step towards improving people's lives around the world.

The organization is working on the vision for 2025. OMRON Healthcare wants to stay market leading in consumer devices. The challenge is to find new business environment to gain sustainable long-term growth, there will be an exploration for opportunities in health services. This is for example why OMRON acquired a share in FocusCura, a Dutch organization in innovative healthcare services.

Organization

OMRON consists of 4 regions, one of them is EMEA. OMRON Healthcare EMEA has sales offices in Russia, Germany, Dubai, France, Turkey, Saudi Arabia, Poland, South Africa, Spain, Ukraine. They sell their products in over 80 countries. OMRON Healthcare is 13% of the total revenue of OMRON Corporation. With a turnover of ca. € 160 million in FY18, OMRON Healthcare EMEA represents 19% of the total OMRON Healthcare revenue. OMRON Healthcare EMEA has 160 employees of which 80 work in Hoofddorp, which is OMRON Healthcare's EMEA headquarters.

The Management team of OMRON Healthcare EMEA consists of ten people: CEO, COO, Corporate Planning Director, Quality & Regulatory Director, Supply Chain & ICT Director, HR Director, Marketing director, Sales Director, Online Sales & Marketing Director and a Finance Director.

Finance

The Finance team supports the business by conducting compliance activities, like audits, reporting functions, accounting and P&L management, and planning activities like forecasting and budgeting. Next to the Finance Director, this team consist of a Finance Manager, Business Controllers and Financial Analysts. Because the current Finance Director makes an external step OMRON Healthcare is looking for a new Finance Director.

PROFILE POSITION

The Finance Director is leading the development and execution of the Finance strategies, goals and plans within OMRON Healthcare EMEA. In a challenging international environment the Financial Director is responsible for both the business control as well as the (outsourced) accounting activities. The main challenge is to help the Management team with commercial decisions by providing clear financial insights.

The Finance Director manages the finance team with six members. The most important stakeholders are the Management team of OMRON Healthcare EMEA and the corporate finance organization of OMRON in Japan. The Finance Director reports to the COO, [Jose Salazar](#).

Key responsibilities:

- Provide financial insight into the development of strategic plans and policies for the organization, be the (financial) sounding board for senior management;
- Develop and implement financial strategies covering both the business control as well as financial accounting;
- Ensure P&L management, balance sheet, ROIC will be important areas to manage across the region, provide strong oversight of financial controls, measurements and systems;
- Prepare business cases for strategic investment and divestment, manage and or contribute to mergers, acquisitions, joint ventures, integration and divestments;
- Maintain the region's fiscal integrity and ensure financial, legal and tax compliance with all the company's processes and procedure;
- Responsible for adequate management of the outsourced accounting shared services, this includes monthly/quarterly/annual KPI tracking and review to secure accurate financial reporting;
- Drive operational excellence (projects) within the own Finance expertise by closely working together and leveraging the possibilities of Supply Chain and ICT;
- Manage and lead the finance team.

INTERVIEW

[Jose Salazar](#), COO and [Lindsay Clerckx](#), HR Director:

Company

Lindsay: "OMRON's mission is to improve the quality of the lives of our customers and have an impact on the society. Our company has an exceptionally open, transparent and respectful culture and we can offer our employees an inspiring international environment. OMRON is leading the market of healthcare devices. The coming years we want to achieve sustainable long-term growth from €170 million revenue this year to €200 million in 2020. We have the interesting challenge to step into new markets such as adding value added services to complement our devices. Besides sales via stores to consumers, we will be selling more by via the e-commerce channel, but also business-to-business services will be part of our future. Think for example of collaboration with insurance companies to give insight in customer data. Exploring activities

in new regions will also be part of our growth strategy. These plans provide numerous opportunities to give financial insight on business scenario's for our new Finance Director. Our new finance colleague will play an important role in finding and assessing these business opportunities."

Vacancy

Jose: "In this challenging role as a Finance Director you will lead our finance team. The members of this team are doing good work, but we also see room for improvement. By creating real team spirit, stimulating proactive behavior and create clarity about tasks and goals the efficiency of the team should increase. Collaboration with other departments, like supply chain and IT, but also with other entities within the company needs to get attention.

Probably the biggest challenge is to be a key contributor to the development and execution of the business strategy with the aim to maximize the organization's sustainable growth and profitability. On the other hand I like to see a new Finance Director who is commercially minded and helps us to grow the business, I am looking for a value adding finance strategy. Just providing insight in the cases won't be enough, someone who comes up with proposals how to solve problems and extend our business based on analysis is crucial in this position. I would like to be guided in important commercial decisions.

Furthermore: Higher profitability will be achieved by focusing on expense levels and by smart analysis of our cost structures. We expect to have many opportunities to create savings and a higher return on investments. At this point our finance organization provides good basics, it manages and supports, and you can easily create extra value for our company. A final key topic that our Finance Director needs to keep in mind is compliance, it is extremely important for our company that we follow the international financial rules."

Candidate profile

Jose: "My ideal candidate is an entrepreneurial strategic thinker with a proactive hands-on attitude. When the figures show an irregularity in the sales results of a certain country for example, I prefer a Finance Director who is connecting with the Country Manager directly instead of reporting about the situation with me. A certain level of organizational and cultural sensitivity is required to understand the boundaries of what can be said and done. We are looking for a candidate with experience in an international environment and who understands how to cope with different cultures."

Lindsay: "A candidate with experience in accounting and control and managerial experience matches our basic criteria. Our ideal match with this vacancy knows how to act as business

partner for the Management team and in particular Jose. You will have the opportunity to support him in driving the business and efficient decision-making on crucial topics. The explanation of decisions in the organization and creating consensus and commitment may also be part of this job. Our new Finance Director works closely together with the decision-makers of our international market leading company. This will make you learn fast about managing an international business and business development. Impact can made easily and you will be visible for our international senior management. It is an ambition of our company to have more international exchange of our people. If you aspire international career steps, this is the place to be."

PERSONAL PROFILE

Education and experience

- Proven academic working and thinking level, Master Degree in Financial Management, additional education like CPA (RA) or MBA is highly desired;
- At least 10 years' experience in progressively responsible financial leadership roles;
- Outstanding track record in strategy development, change management and people management;
- Experience with audit processes, compliance and knowledge global/international accounting and finance, it is a plus when you have experience/knowledge of Japanese Accounting policies;
- Experience in FMCG, Electronics or Healthcare products is a plus.

Competencies

Role competencies

- Leadership skills;
- Communication skills;
- Organizational sensitivity;
- Integrity;
- Proactivity;
- Result minded;
- Customer focused;
- Energy.

OMRON core competencies

- Transparent;
- Entrepreneurial;
- Passionate about customers;
- Making it happen;
- Total team player;
- Thorough.

EMPLOYMENT CONDITIONS AND LOCATIONS

- Attractive salary and bonus structure;
- Company car or car allowance;
- Location: EMEA headquarters in Hoofddorp;
- 10-20% of international travelling.

SELECTION PROCESS

The interviews at Career Openers will be conducted by Rainier Beelen, Managing Partner and Peter Freriks, Consultant at Career Openers.

After the most suitable candidates have been presented to OMRON Healthcare, interviews with the employer will follow. Jose Salazar and Lindsay Clerkx will certainly be interviewing candidates. An assessment may be part of the procedure and the presentation of a business case will be the last round in the process.

INTERESTED IN THIS ROLE?

If you are interested in this role, please send us your CV and a brief motivation letter through the registration page on our site (www.careeropeners.nl). Please state that you are applying for the role of Finance Director at Omron Healthcare. (registration number: 1729).

MORE INFORMATION

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