

Head of Financial Planning & Analysis

Are you a finance leader who thrives on turning analysis into real business impact? Have you led financial planning processes that not only improved performance but also transformed the way a company makes decisions?

At Xellia Pharmaceuticals, every role contributes to our purpose of saving patients' lives. For Finance, that means ensuring we have the clarity, resources, and direction to keep our business strong and focused on what matters most. As Head of Financial Planning & Analysis, you will be central to this — providing insights and transparency that guide decisions, secure our financial foundation, and ultimately enable us to deliver life-saving medicines worldwide.

Turn numbers into insight. Turn insight into action.

In this role, you will lead Xellia's financial planning cycle — from budgets and forecasts to reporting and executive presentations. You'll be responsible for ensuring that decisions at the highest level of the company are guided by clear, accurate, and actionable insights. This position combines analytical depth with leadership, giving you a unique opportunity to shape both our financial processes and our transformation journey.

"What I like about this role is that the impact is visible. The numbers you deliver don't just sit in a report — they guide real decisions that influence and shape our business" says your new manager, Senior Director, Dirk Pesch.

In this role, you will have both direct and indirect leadership responsibilities for the area of FP&A. You will work closely with colleagues in both Copenhagen and in India - together ensuring consistent and high-quality financial insights across Xellia. Collaboration is central to this role: you'll work closely with colleagues in Global Finance, senior leaders across functions, and international teams to ensure alignment and transparency.

What you'll be doing

This is a leadership role with a strong hands-on element — ideal if you enjoy both setting direction and diving into the numbers.

In this role, your key responsibilities will include:

- Own and drive the annual budgeting and forecasting cycles across global functions.
- Deliver monthly and quarterly financial reports to the Executive Committee and Board of Directors.
- Translate financial results into clear insights, highlighting trends, risks, and opportunities.
- Partner with senior leaders to support resource allocation and performance improvement.
- Enhance FP&A tools and processes, with a focus on automation and efficiency.
- Lead, mentor, and inspire a high-performing FP&A team

"This is not a role where you're stuck only in spreadsheets or only in meetings. It's a balance — you'll lead a team and interact with senior management, but you'll also be close to the data and the analysis. For someone who enjoys both, it's a really exciting opportunity.", explains Dirk.

What you bring

We are looking for a finance leader who thrives on turning complexity into clarity — someone who can both build strong teams and provide sharp analysis.

You'll be a strong fit for this role if you have:

- A degree in Finance, Accounting, Economics, or related field (MBA/Master's preferred).
- 7+ years of experience in FP&A or corporate finance, ideally in a global or

Job Title:
Head of Financial
Planning & Analysis

Application Deadline:
As soon as possible

Company:
Xellia Pharmaceuticals

City:
Copenhagen

Country:
Denmark

Contact person:
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Pedersen

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matrixed environment.

- Experience analyzing Balance Sheet & Cash Flow Statement
- Strong background in financial modeling, planning, and performance reporting.
- Excellent communication skills and the ability to engage senior stakeholders.
- Proven ability to lead and develop others, whether through direct line management or informal leadership of stakeholders and projects

Why join us?

In essence, this role is about turning financial results into insights that shape decisions - and those decisions drive Xellia forward. You will combine analytical excellence with leadership, ensuring that our financial performance is not only measured but actively used to guide strategy, optimize resources, and support Xellia's transformation for the future

Contact and application

In this recruitment process we are assisted by European Search Company. For additional information about the position please contact Brian Ranvits on +45 2048 0548 or Christoffer Bjørk Petersen on +45 2080 1638.

If you see yourself in the position, please send your application by using this apply button below. Note that candidates will be processed as they arrive, until the position is filled, so do not hesitate to submit your application.