

Matas Group is looking for a Finance Business Partner

Matas Group is looking for a commercially minded and experienced finance professional to join our Commercial Finance team as senior Finance Business Partner – Norway. You will hold end-to-end responsibility for finance business partnering in Norway and act as the primary financial and strategic partner to the EVP and Country Manager for Norway. Working closely with the local leadership team and Group functions, you will create transparency across the full Norwegian omnichannel P&L, challenge performance, and turn complex financial insights into clear decisions and actions. You will also contribute to greater alignment in financial business partnering across countries.

This is a high-impact role for someone who combines strong finance fundamentals and commercial judgement with executive stakeholder management and the confidence to challenge and influence.

Drive the financial agenda for Norway

As Matas Group moves towards a Group-led operating model with strong country P&L ownership, Norway is a key growth market. As senior Finance Business Partner, you will independently drive the financial agenda for Norway, covering planning, performance management, business cases, and the management of financial priorities, risks, and opportunities across the full P&L – from sales and gross margin to payroll, operating costs, investments, and profitability.

You will report to the Business Partnering Country Lead, while independently owning the day-to-day partnership with the Norway Country Manager and local leadership team.

The role is based in Allerød, with travel to Oslo approximately twice per month and 2–3 days per month at our Copenhagen office hub at Nørreport, combined with flexibility to work from home.

Executive finance business partnering and P&L ownership

As senior Finance Business Partner your key responsibilities include:

- Act as the finance partner and strategic sparring partner to the EVP and Country Manager for Norway and the local leadership team
- Own the financial steering of the full Norwegian omnichannel P&L across stores and e-commerce, including sales, gross margin, payroll, operating costs, investments, and profitability
- Bridge the dialogue between the business and Group Finance, and be the main point of contact to resolve complex financial tasks for both the business and Group Finance within the Norwegian P&L.
- Help improve stability and predictability in the numbers for Norway, and support management with financial insights on the growth path Norway is on.
- Drive budgeting, forecasting, long-range planning, monthly performance reviews, and in-year re-planning for Norway
- Identify risks, opportunities, and root causes continuously as part of the monthly reporting, and translate them into clear recommendations, decisions, and actions
- Challenge commercial and operational plans constructively while helping the business deliver against agreed targets
- Optimize and align current country-specific financial processes, help establish Group standards, increase transparency, and reduce the time spent by the business on financial processes
- Develop scenarios and business cases for growth initiatives, store network decisions, commercial activities, and investments

What success looks like

Success in the role will mean that you:

- Become the trusted and credible finance business partner to the Norway Country Manager and leadership team
- Establish a clear and consistent view of the Norwegian omnichannel P&L and the underlying business drivers
- Strengthen the quality of planning, forecasting, and performance dialogue, with risks and opportunities surfaced early
- Ensure that financial insights lead to decisions and actions that support profitable growth, margin improvement, cost efficiency, and return on investment
- Become an integrated part of the Commercial Finance team, and help align Group standards for country-specific financials and finance business partnering

Senior finance profile with end-to-end financial ownership & commercial judgement

We are looking for a senior and business-oriented finance partner who can operate independently with executive stakeholders and take ownership of a complex country P&L.

You likely bring:

- At least 5 years of relevant experience in finance business partnering, business controlling, FP&A, or a similar role
- Proven experience partnering with senior executives or leadership teams, and the confidence to challenge and influence at EVP level
- Strong financial understanding and hands-on experience with end-to-end P&L management, including revenue, gross margin, payroll, operating costs, and profitability
- Strong experience with budgeting, forecasting, performance management, reporting, scenario analysis, and business cases
- The ability to combine analytical depth with commercial judgement and translate complex data and financial reporting into concise decision support
- High ownership, independence, and the ability to prioritize effectively in a dynamic matrix organisation
- Strong communication, relationship-building, and stakeholder management skills
- A curious and open mindset and the ability to convert complex data and/or complicated financial processes into easily understandable recommendations or explanations.

It is an advantage if you bring experience from retail, omnichannel, FMCG, or another B2C business, ideally with exposure to store and e-commerce performance, pricing, assortment, or commercial planning. It is also valued if you bring experience from a Nordic or international matrix organisation, as well as improving reporting, processes, or tools through automation, AI, or smarter ways of working.

Business-minded, collaborative and driven by performance

As a person, you are business-oriented and pragmatic, with the confidence to challenge constructively and the curiosity to understand the business drivers behind the numbers. You work in a structured and disciplined way and are comfortable moving between financial detail and the broader P&L perspective. Furthermore, you are collaborative and build strong relationships across functions and countries. You are motivated by improving performance, finding better ways of working, and contributing to the team's shared goal of increasing transparency and alignment in Financial Business Partnering across countries.

We invest in you

At Matas Group, you will join a company in the middle of a significant transformation, with strong opportunities for both professional and personal development. You will become part of a collaborative, ambitious, and flexible environment where expertise, openness, and continuous improvements are highly valued.

We offer a high-impact senior finance role with direct exposure to the Norwegian leadership team and end-to-end finance business partnering responsibility for the market.

You will help shape financial steering and profitable growth while working closely with experienced colleagues across Commercial Finance and the wider Nordic organisation. You will join a collaborative culture built on openness, trust, and constructive challenge, guided by our values: Results, Relations & You.

Contact

For any questions related to the role please reach out to Business Partnering Country Lead, Marc Steen Petersen - mstp@matas.dk