

Gilbert Hecke

GHC²Controlling x Coaching e.U.
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Nationality: Austria

Interim operations in Austria, DACH region, international, on-site and remote

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Personal Profile Summary

About my personality and major soft skills:

- problem solver and solution architect mentality
- strong strategic and integrative thinking
- quick decision maker
- high empathy with high integrity
- keep it simple approach
- hands-on mentality and reliability
- focusing on few priorities (for the business and for a team)

About my professional passion and major hard skills:

- 8 years leader in Finance & Controlling / Site Leadership (Operations, Pharma, MedTec) within international context (UGB, HGB, IFRS, US-GAAP, SOX)
- 17 years within passion for Finance & Controlling
- Passion for corporate management, processes, performance management, and working with people and purpose
- Certified Mental Coach (since 2025)
- Experience in M&A and passion for integrated business strategy development (Vision, Mission, Strategy, Business Model, Financial Model)
- Extensive experience with business processes and ERP systems (SAP, D365) in different operational roles.

PROFESSIONAL EXPERIENCE DETAILS

- 10/2025 - **Starting Freelance and Consultancy**
Founder and Owner of “GHC² Controlling x Coaching e.U.”
Services within following key areas:
- **Interim Management for Finance, Controlling, Project Management and M&A**
 - **Interim project support and consulting for transformation and/or strategy processes**
 - **Performance Management, Performance Culture, Leadership Culture, Mental Coaching**

PROFESSIONAL and PROJECT EXPERIENCE HISTORY

- 05/2023 – 08/2025 **Corza Medical Distribution GmbH, Linz, Austria**
<https://corza.com/global/>
- Area:** Pharmaceutical and Medical Device Industry
- Key facts:** manufacturing site with ~ 200 employees and ~ 190 Mio. EUR turnover.
- Project:** M&A Asset deal by carve-out
- Systems:** SAP R/3, D365, Office 365, Excel, VENA, PowerBI
- Function:** **Senior Plant Controller (PMI Post Merger Integration)**
- Handling of the acquisition and integration of a production site (partial transfer of operations) at the chemical park in Linz by Corza (US private equity company)
 - Responsibility for Finance, Controlling & Payroll Integration for the manufacturing site in Linz (organization, systems, processes)
 - Responsibility for payroll accounting (Austria internal/Germany coordination with external partner)
 - Planned sustainable handover of Site Finance Operations to successor and Operations Controller 08/2025 (Onboarding & Training)
- Job description/Responsibilities:**
- (Finance) Deal Model observation and regular reporting and forecasting
 - Conception and ramp up for the Finance Organization in Linz
 - Recruiting and ramp-up staffing for Finance and Payroll
 - Finance Business Partner in the integration phase for all departments and functions, local and global (SC, Quality, Engineering, IT, HR, Corp. Finance)

- Finance Process development and conception for reporting system integration and migration preparations (SAP to D365)
- Policies and Governance development (DOA, CAPEX, Travel, SOX)
- **Operational responsibilities since deal closure 05/2024**
 - Part of SLT (Site Leadership Team) member for the manufacturing site in Linz
 - ME Closing and Reporting for the site in Linz
 - Finance Business Partner and Site Controller for Linz
 - Leader and mentor for the local small Finance & Payroll team
 - Key role interface to Corporate Finance and central functions in Poland and US (EMEA Finance, FP&A, TransferPricing, TaxCompliance,

01/2023 – 04/2023 **Sabbatical (new orientation)**

01/2011 – 12/2022 **Takeda Austria GmbH, Linz** www.takeda.com

Area: Pharmaceutical Industry – Manufacturing and Supply

Key Facts: manufacturing site with ~ 700 employees and ~500 Mio. EUR turnover (export/Intercompany)

Systems: SAP R/3, Office 365, Excel, PowerBI, Qlik, HFM (Hyperion Financial Management), SAP BO/BW

Functions:

- **Site Finance Head (2017 – 2022)**
- **Group Leader Operations Controlling team (2015 – 2017)**
- **Operations Controller (2011 – 2015)**

Job description/Responsibilities:

- SLT (Site Leadership Team) member for manufacturing site in Linz
- Finance Business and Sparring Partner for the local Management Team
- Leader and mentor for the local small GMSQ Finance & Controlling team
- Key role interface to Corporate Finance and central functions (TransferPricing, TaxCompliance, Product Costing and Reporting,)
- Coordination and close collaboration with our Shared Service Center (centralized Accounting abroad)
- Full responsibility for monthly and quarterly Controlling- and Reporting processes including communication to internal functions as well with external auditors (primary focus BUs: Manufacturing and Contract Manufacturing Business with related sales reporting)
- Responsibility for local Finance Master Data and process
- responsibility for Local Site Finance Compliance and Internal Controls (SOX)
- responsibility for statutory Accounting translations (Inventory, Assets) from IFRS 1st to Local GAAP books
- full responsibility for Planning and running Forecasts (as well Product Costing)
- Ensure data analytic and quality of financial KPIs and financial information (local to consolidated reporting view)

- Further development of local Controlling methodologies and tools (e.g. PowerBI) as well support our Takeda Group Finance digitalization initiatives and roll-outs.
- Acting as Finance and Controlling expert for diverse special requirements (e.g. divestments and transformation, projects, digitalization of Finance processes, compliance, US SOX, special requests from Corporate Finance, internal and external audits,
- Local Site Finance contact partner for other Business Units (e.g. Emerging Markets goods supply via Linz to Russia/Caucasus/CIS)
- Strategic: Site master planning, Business Planning Simulations Transformation and Restructuring projects,....
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10/2010 - 12/2010 private relocation from Tyrol to Upper Austria

06/2008 – 08/2010 **MPREIS Warenvertriebs GmbH, Völs** (Tyrol) www.mpreis.at

Area: Retail and Food Industry

Key Facts: ~ 6.000 employees, ~ 1 bn. EUR turnover

Systems: QlikView, SQL, Microsoft Office, Excel, SYSPRO (proFood-ERP)

Function: **Controller**

Job description/projects:

- Controlling concept development for Engineering and FCM and reporting implementation in a standardized BI environment
- Project: ABC – Activity Based Costing (bakery, logistics...)
- Validation & Administration for BI data warehouse (QlikView)
- Ad-hoc support

03/2001 – 05/2008 **Miele GmbH, Innsbruck/Rum** www.miele.at

Assistance for sales and after-sales service management

General technical and administrative processing

Systems: SAP R/3, AS400, COGNOS (OLAP)

04/1998 – 02/2001 **Liebherr-Hausgeräte Lienz GmbH, Lienz**

www.liebherr.com

Production worker in the final assembly of cooling devices

Systems: SAP R/3, AS400

EDUCATION – KEY MILESTONES

- 10/2024 – 03/2025 **Certified Mental Coach** (Vitalakademie, Linz)
- 09/2012 – 01/2013 **Controller Institute/LIMAK**
Advanced Training: „CIFRA - Certified IFRS Accountant“
- 04/2009 - 04/2009 **Saint-Petersburg State University**
Study exchange for professionals:
“Russian Business Environment and Business Operations”
- 09/2005 – 9/2009 **Management Center Innsbruck** www.mci.edu
Part-time studies - University of Applied Sciences
„Business & Management for Professionals“
Specialisation program:
 - „Corporate Management & Controlling“
 - „Business & Company Law“
- 09/2003 – 07/2005 **Commercial Academy for Professionals, Innsbruck**
(start second educational path ...part-time studies)

IS/IT QUALIFICATIONS

- ERP systems:** AS/400, SAP (MM, SD, PP, PM, FI/CO, IM),
SYSPRO (proFood-ERP), AX/D365
- BI/MIS:** SQL, QlikView, PowerBI, HFM (Hyperion Financial
Management), COGNOS (OLAP), SAP BO/BW, VENA
- Others:** MS Office 365 general, MS Excel deep skills, Lotus

OTHER QUALIFICATIONS

- Languages:** German (native), English (C1 fluent), Italian (A2 sufficient),
Russian (A1 basic)
- Driving license:** A, B
- Certified Trainings:** „Transfer Pricing in Corporate Groups “