

## Interim Finance and HR Manager, Automotive

### Michael Glaser Master in business administration

\*born 1963 in Munich, married, two children (18 and 21)

Performed projects as Finance Interim Manager + Head of HR:

**03/2019 – 12/2019 Manager Finance + HR with MAT Foundry Group**

- Development of accounting + controlling, restructuring of the foundry in terms of human resource (<https://www.matfoundrygroup.com/>)

**04/2014 – 07/2014 Finance Project Manager with NORGREN Group**

- reporting standardization for three entities/production sites in Germany and one site in Slovakia (330 Mio. € revenues)



**Prof. background: Director Finance + HR / Managing Director in the automotive supply industry**

- 2 years in an iron foundry, **03/2019 – 05/2021**, MAT Foundries Europe GmbH, Manager Finance + HR
- 5 years automotive supply industry **09/2014 - 02/2019**, A-Kaiser GmbH (<https://www.a-kaiser.com/de/>), Commercial Managing Director; customers: **VW Group, Daimler, BMW, tier 1 suppliers**
- 5 years English/American group (private equity), **Metzeler Schaum GmbH** (<http://www.metzeler-schaum.de/>), (Vita Group; Texas Pacific Group), Commercial Managing Director
- 4 years mechanical engineering of robots, **HEKUMA GmbH** (<https://hekuma.com/>), Director Finance + HR
- 2 years with a French group, **Bel Deutschland GmbH** (<http://www.bel-deutschland.de/>), Finance Director
- 8 years with German/international groups (construction industry), Director Finance and HR, board member

**Branches and products:**

- **automotive supply industry**, tier 1, machining of transmission / motor parts; iron foundry for brake parts
- **automotive supply industry** (foam parts for car seats, aircraft seats and cabins; private equity)
- **automotive supply industry** (mechanical and plant engineering; robots to automate injection moulds)
- food industry (French branded cheese; sales to German retailers)
- construction / construction supply industry / manufacturing industry of concrete products
- aircraft industry (commercial apprenticeship at Deutsche Airbus, internships in UK and France)

**Financial statements and reporting:**

Confident in setting up financial statements after German GAAP and IFRS on entity and group level (consolidated accounts SME); knowledge in UK GAAP, US GAAP and SOX (section 404, ICS).

**Languages:**

- English confident when negotiating (12 years with English, American and Indian groups)
- French fluently spoken and written (2 years with a French group)

**Experienced to take over the following functions and projects:**

- Commercial Managing Director (sales, finance, supply chain, IT, HR)
- CFO / Finance Director
- Head of controlling/ head of accounting (German GAAP, IFRS, US GAAP for SME)
- **Head of HR (specialist in regard of the German constitutional labour act, HR development)**
- Project Manager for
  - a) corporate sales, company merger and post merger integration
  - b) company restructuring (CRO), opinion on restructuring
  - c) company financing (design of liabilities), improvement of financial rating
  - d) improvement of quality standards and processes according to IATF 16949
  - e) improvement of cash management and stock reduction
  - f) improvement of financial, production and sales controlling
  - g) SAP/ERP implementation/optimization
  - h) **complex HR topics (collective agreement negotiations, social plan, restructuring)**

**Sports:** Long-distance running, soccer with my two sons, skiing