

Decathlon is the world leader in sport, with over 100,000 employees in more than 70 countries. Its mission is to make sport accessible to as many people as possible and is built around strong human values.

In Belgium, Decathlon stands out for its ambitious projects such as the 'Marketplace'.

This project, managed from Belgium, guides all activity in Europe and enables numerous collaborations with international brands.

In order to ensure the growth of the project, we are looking for a **Business Controller** to join the Marketplace Europe team.

Business Controller – Pilot Project

RESPONSIBILITIES

As the **Business Controller**, you will play a key role in ensuring financial alignment with Decathlon's growth objectives. You will work closely with the CFO and CEO, ensuring the convergence of the group's management rules into a **coherent and scalable financial framework**, capable of supporting business expansion across multiple countries.

Your main responsibilities include:

Financial steering & Business growth support:

- Define and standardize financial management rules to support business scalability.
- Ensure consistent implementation of financial policies and processes in all countries.
- Provide strategic support at key business milestones.
- Analyze growth levers and optimize financial performance for long-term sustainability.

Budgeting, Forecasting & Performance Management:

- Guide local teams in budget preparation, ensuring alignment with corporate financial strategies.
- Monitor financial performance, identify deviations, provide variance analysis and recommend corrective actions.
- Develop and maintain robust financial models to enhance decision-making.

Closing, Reporting & Compliance:

- Support the Finance Controller during monthly and annual closing processes.
- Take on financial reporting, delivering clear and actionable insights to top management.
- Contribute to the development of automated reporting tools for improved financial visibility.

Stakeholder Management & Influence :

- Act as a financial business partner, collaborating with key stakeholders across departments and facilitating alignment between finance and operational teams.
- Drive financial awareness and change management by promoting best practices and supporting process improvements across multiple countries.

PROFILE

- You have **3-5 years of experience** in financial controlling, FP&A, or business finance within an international setting.
- You possess strong **financial acumen**, with expertise in P&L management, forecasting, and performance analysis.
- You demonstrate the ability to **support business growth** through structured financial planning.
- You excel in **analytical thinking and problem-solving**, using a data-driven approach.
- You are proficient in financial reporting tools and ERP systems (SAP, Oracle, Power BI, etc.).
- You adapt easily to a fast-paced, evolving business environment.
- You are able to drive change and implement process improvements across multiple countries.
- You are fluent in **English**; additional European languages are a plus.

OFFER

- A strategic role in shaping and structuring a **high-growth business model**.
- **International exposure**, with a direct impact across multiple markets.
- A **dynamic and fast-moving environment**, where strategic insights are valued.
- Be part of a supportive and sporty team, where teambuilding events and team moments bring people together.
- An attractive salary package, including extra-legal benefits, aligned with your experience.

INTERESTED?

Send your CV and cover letter to recruitment@pahrtners.be.

Your application and related information will remain strictly confidential.