



WE WANT TO DRIVE THE ENERGY TRANSITION FORWARD! ARE YOU IN?

ASTA is a leading global manufacturer of high-precision copper solutions for power generation, power transmission and e-mobility. With a history spanning over 210 years and around 1,600 employees across six sites on three continents, ASTA combines unique technological expertise with a global production network. Its long-standing customers include leading companies driving the global energy transition, such as Siemens Energy, GE Vernova, Hitachi and Andritz. Following its successful initial public offering in January 2026, ASTA was admitted to the SDAX index of the Frankfurt Stock Exchange within a very short space of time and has since met the strict transparency and reporting requirements of the Prime Standard.

To further strengthen our team at our plant in Cazin/Bosnia and enhance our growth, we are looking for a committed individual to fill the role of

SENIOR MANAGER FINANCE & HR (ALL GENDERS)

In this role, you will report to the Plant Manager and VP Finance

YOUR MISSION

- Lead, develop and motivate Finance and HR teams
- Collaborate with Operations and Site Management to enhance efficiency and competitiveness
- Contribute actively to European ASTA initiatives and organizational development
- **Finance:** Ensure accurate, timely and compliant financial reporting per local laws, Group policies and IFRS
- Responsible for budgeting, forecasting and strategic planning and enhance local and European management decisions
- Act as a key interface between the local site and the Austrian headquarters for effective communication and alignment
- Manage relationships with auditors, tax advisors, financial institutions and authorities
- **Human Resources:** Lead and further develop the HR strategy in alignment with ASTA Group, including recruiting, talent development, succession planning, compensation and employee engagement
- Support organizational growth and foster a high-performance culture aligned with ASTA values
- Ensure compliance with all labor law, tax, governance and Group policies

YOUR PROFILE

- Minimum 5 years of relevant management experience, preferably in an industrial/manufacturing environment, with a proven track record of achievements
- University degree in Finance, Business Administration, Economics or a comparable field
- Strong understanding of financial management, controlling, accounting and business performance management
- Experience in leading HR organizations, including recruitment, employee development and labor relations
- Proven leadership skills and experience in developing high-performing teams
- Strong analytical, commercial and strategic mindset
- Strong problem-solving and decision-making capabilities
- Fluent in English and Bosnian; German language skills are an advantage



WHAT WE OFFER

- An exciting role in a publicly listed and growth-oriented company
- Room to take the initiative and help shape the role and business
- Opportunities for both personal and professional development
- An exciting role within a dynamic and international team
- An attractive remuneration package including a bonus
- Communal kitchen

It is important to us to offer a fair and attractive remuneration package. The actual salary will depend on your experience and qualifications.

We look forward to receiving your detailed online application, including your CV.
www.astagroup.com/careers

If you have any questions, please contact Sabine Klesl, Head of HR at ASTA, sabine.klesl@astagroup.com