DAiNA

Head of Finance & Controlling

Location: Berlin, Germany or Zurich area, Switzerland

Type: Permanent (Full-time)

Start Date: As soon as possible / by arrangement

ABOUT DAINA

DAiNA is a precision-oncology company focused on enabling personalized cancer treatment for individual patients. We combine comprehensive molecular tumor data including genomics, transcriptomics (bulk, single cell and spatial), proteomics and epigenetics, with AI-driven analysis. Our platform connects multi-omic profiling with functional ex-vivo tumor models and personalized liquid-biopsy monitoring, creating a continuous workflow from biopsy and treatment selection through to therapy monitoring and adaptation. We also operate GMP manufacturing to produce individualized N=1 therapeutics. In short, we help physicians make more informed, personalized treatment decisions based on high-dimensional molecular tumor data.

For more information, visit: www.daina.com

THE ROLE

As Head of Finance & Controlling, you will own DAiNA's finance function across our German, Swiss and US entities and further develop it into a scalable, internationally aligned organization.

You will lead financial planning, budgeting, reporting, controlling, liquidity management, investor-related financial analysis, risk management, compliance and financial governance. Working closely with management, shareholders, the internal accounting team, tax advisors, auditors and legal partners, you will provide the financial transparency and structures needed to support DAiNA's growth in precision oncology.

This is a hands-on finance leadership role for someone who combines strong controlling expertise with sound judgment on corporate structures, financing, contracts and cross-entity governance.

WHAT YOU'LL DO

- Lead financial planning, budgeting, reporting, controlling and liquidity management across the group.
- Prepare clear financial analyses and reporting for management, Board meetings and investor-related activities, including investor presentations and pitch decks.
- Oversee accounting, consolidation and monthly/quarterly financial reporting.
- Review commercial agreements, contracts and financing structures from a financial, risk and compliance perspective.
- Support and optimize intercompany setup, cost allocation and transfer-pricing-related processes.
- Build scalable finance processes, internal controls, documentation and governance.
- Act as the central internal finance contact for management, founders and external advisors.

- Oversee the company's insurance portfolio, ensuring appropriate and cost-effective coverage of operational, corporate and financial risks.
- Coordinate tax planning and compliance activities with external tax advisors across all jurisdictions.

WHAT YOU BRING

- Several years of experience in finance, controlling, corporate finance or a comparable finance leadership role.
- Strong experience with budgeting, forecasting, cash-flow planning, reporting and management controlling.
- Ability to translate complex financial information into clear, decision-ready insights for management, Board members and investors.
- Good understanding of international company structures, ideally across Germany, Switzerland and the US.
- Experience overseeing accounting, consolidation and monthly/quarterly financial reporting.
- Sound judgment on corporate structures, financing, contracts, risk, compliance and financial governance.
- Hands-on, pragmatic and structured working style with the ability to build scalable processes and controls.
- Strong discretion, communication skills and confidence when working with founders, management, shareholders and advisors.
- Experience supporting financing rounds, investor reporting or due diligence.
- Experience in biotech, life sciences, healthcare, pharma or start-up/scale-up finance.
- Fluency in English.

NICE TO HAVE

- Familiarity with grant funding, R&D tax incentives or public funding programs.
- Transfer-pricing or intercompany experience across DE/CH/US structures.
- German is a strong plus.

WHY DAINA

- Employer contributions toward private health insurance or supplementary health coverage, as well as pension or retirement savings.
- A remote-first working model, with occasional visits to the office when needed.
- A personal development budget for conferences, courses, certifications, and training.
- A proactive, collaborative team with fast decision-making and strong ownership of your domain.

HOW TO APPLY

Send your CV and a short note on why this role fits you to **recruiting@daina.com**, quoting "Head of Finance & Controlling" in the subject line. We review applications on a rolling basis and aim to reply quickly.

DAiNA is an equal-opportunity employer. We welcome applicants of every background and assess every candidate on merit, regardless of age, gender, ethnicity, religion, disability, sexual orientation or origin. If you need any adjustment to the process, let us know in your application.