Vacancy at Incus Capital

Senior Financial Controller

Incus Capital

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Requirements

- Over 6 years of experience
- Background in Big 4 audit
- Knowledge of regulated entities
- Fluency in Portuguese and English
- Proactive mindset

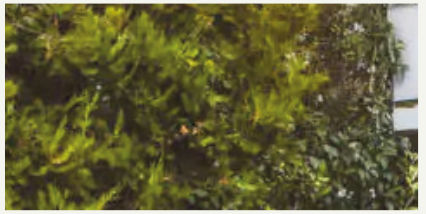
Lisbon

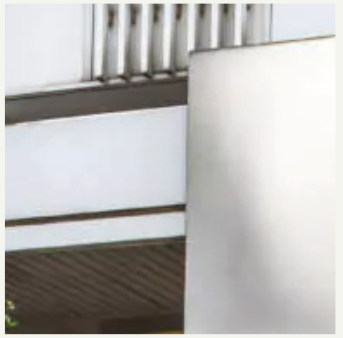
Incus Capital is a leading European mid-market private capital firm managing over three billion euros in assets. With new regulated entities established in Portugal, the Lisbon office is expanding its financial infrastructure. The Senior Financial Controller will co-lead the local finance function, designing the control framework from the ground up and driving operational excellence for this fast-growing investment powerhouse.

About Incus Capital

Since its founding in 2012, Incus Capital has specialized in supporting mid-market companies across Europe with tailored private capital solutions. Headquartered in Madrid and with offices in Lisbon, Milan, Paris, Luxembourg, and Frankfurt, the firm invests in both private equity and private debt, with ticket sizes ranging from twenty million euros to one hundred million euros.

Operating as a tight-knit team of investment professionals and asset managers, the Lisbon office thrives on focus and collaboration. Despite being part of a large international infrastructure, the local culture remains agile and highly collaborative with a flat structure. Currently, the firm is professionalizing its Portuguese operations to support new investment vehicles and regulated entities. This evolution creates an environment where the stability of an established fund intersects with the entrepreneurial spirit of a local growth story.





Senior Financial Controller

As the Lisbon office enters a new phase of maturity, the financial infrastructure must evolve to keep pace with asset growth and regulatory requirements. The Senior Financial Controller will lead this transformation, taking full ownership of the development and implementation of the control framework for the Portuguese subsidiary.

The Senior Financial Controller is responsible for defining and overseeing effective controls that safeguard the integrity of all accounting processes. This extends to monitoring the financial performance of Portuguese entities, managing liquidity and cash flow reporting, and tracking the annual budget. Regulatory submissions for authorities such as the CMVM and Banco de Portugal are prepared to ensure full compliance, while the external audit process is coordinated as the main point of contact for auditors, ensuring all deliverables are accurate and submitted on time.

A major attraction of this role is the autonomy to build. With current procedures still undeveloped, the position offers a blank canvas for a professional who enjoys creating structure. The Senior Financial Controller establishes reporting packages and internal controls that meet corporate standards while adapting to local needs, identifying gaps proactively and implementing improvements without waiting for instructions.

The role reports directly to the Chief Operating Officer in Madrid, ensuring high visibility within the group. Locally, the Senior Financial Controller works side-by-side with the Finance Director. This partnership is collaborative rather than hierarchical; the aim is to share the workload and professionalize the function together. The finance team in Lisbon will also include a Junior Financial Controller to handle administrative tasks, freeing the Senior Financial Controller to concentrate on high-level analysis and structural improvements.

A professional with a Big 4 audit background, ideally at manager level, and experience with banking clients or regulated entities fits naturally in this role. Bringing technical expertise together with a humble, hands-on approach, this professional balances discipline around deadlines with the agility to succeed in a small, dynamic office environment. This role delivers the professional rigor of a top-tier investment firm alongside a sustainable work-life balance, making it an ideal step for an auditor ready to transition into a business role where they can leave a lasting mark.

Interested?

Incus Capital is working with Top of Minds to fill this vacancy.
To express your interest, please contact Ana Moya Morales at
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