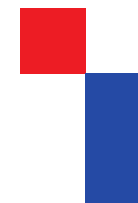


Case Study

Management of the finance, HR and facility departments

of a school authority on a permanent basis



Evangelische Kirche
von Westfalen

Management of the finance, HR and building management departments

DETAILS ABOUT THE CLIENT

The Evangelical Church of Westphalia, comprising 431 parishes organized into 26 church districts, operates 7 schools with a total annual budget of approximately €20 million.

Industry: Education
Employees: 23,000 (group-wide)
Project Start: July 17, 2025
Start of employment: November 1, 2025



BACKGROUND

Our client, the Evangelical Church of Westphalia, approached interim-x in its role as school authority to receive support in filling a key management position.

They were looking for a school manager (m/f/d) for a permanent position, who would assume responsibility for a total of seven schools.

The candidate was to ensure the strategic and operational management of the schools' financial, personnel, and infrastructural aspects.

JOB DESCRIPTION

The core tasks of the school management position include:

- › Assuming budget responsibility and budget planning
- › Handling refinancing issues and procedures
- › Establishing grant foundations and funding programs
- › Developing concepts for fundamental building renovations and ongoing building maintenance
- › Representing the church in financial decisions
- › Designing and developing new administrative processes
- › HR management

Management of the finance, HR and building management departments

SELECTION BY INTERIM-X

Required experience:

- › Several years of management experience, including in HR management in the public or municipal sector
- › Sound knowledge of financial management and budgeting, ideally in a school, university, or other educational institution
- › Expert knowledge of change management and process optimization
- › Experience in establishing grant-making foundations and programs in the education sector
- › Knowledge of designing building renovations and maintenance projects

MANAGER PROFILE

The interim manager is a finance and transformation specialist with over 25 years of leadership experience in diverse sectors, including healthcare and social services, education, financial services, and manufacturing. She combines strategic vision with in-depth expertise in financial management, process optimization, and change management.

Key Experience

- › Extensive leadership experience as CFO, CFO, and Process Manager
- › Expertise in finance and controlling structures, ERP/BI systems, and digital transformation
- › Industry focus: Healthcare & Social Services, Education, Insurance, Mechanical & Plant Engineering, and Public Organizations
- › Leadership of interdisciplinary teams and experience in matrix and agile organizations

Key Achievements

- › Successful restructuring and integration of multiple organizational units, including M&A processes, with demonstrable profit improvement
- › Development and implementation of CSRD-compliant sustainability reporting and digitalization of key financial processes
- › Implementation of large-scale projects, such as new construction and renovation projects, with financial responsibility up to €26 million
- › Implementation of efficient digital and controlling systems, automation of document processes and process optimizations with measurable impact



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CLIENT COMMENT

“The Evangelical Church of Westphalia, as the school authority, was seeking a school manager for a permanent position. The management consultancy Horváth recommended interim-x to us for the executive search mandate. It was an excellent recommendation, as we were presented with highly suitable candidates within a very short time. Within six weeks, we were able to clarify the substantive and contractual terms with one candidate and successfully fill the position. The entire process was very structured and fast, and the fee was purely success-based. For us, this is an innovative approach to fill C-level positions.”

– **Dr. Ralf Henning Krause**, Member of the Church Council

