



GENIUS

HUMAN RESOURCE CONSULTING

Director Operations
Automotive Europe
(all genders)

Fortune 500 company and world-leading provider of tools,
storage and engineered fastening systems



Genius Consulting GmbH is an independent management and outplacement consultancy which specialises in filling management positions and supporting career transition processes of performance driven candidates. Founded in 2009, the Genius Consulting GmbH associates have succeeded in becoming reliable partners for the automotive industry, mechanical and plant engineering industry, reputable companies in the field of information technology, consulting firms as well as innovative start-ups.

By combining tried and tested search strategies with innovative recruitment tools together with our comprehensive candidate network, we offer you maximum efficiency during the search process. We deliver results, not reports!

Our client, a fortune 500 company, is a world-leading provider of tools and storage and engineered fastening systems with unique growth platforms and a track record of sustained profitable growth. The company has been globally recognized as one of the most innovative, sustainable and rewarding companies in the world.

Joining our client means joining one of the world's largest, fast-growing and most dynamic companies.

To start as soon as possible, we are looking for
YOU as a new

**Director Operations Automotive Europe
(all genders)**

Genius Consulting GmbH

Mr. Holger Kilian, Executive Partner | hk@genius-consulting.de | +49 621 70287687

Schneeberger Str. 16 | 68309 Mannheim · Friedrichstraße 171 | 10117 Berlin

OVERVIEW

The automotive BU of our client is one of the leading global Manufacturers of innovative and high-quality Fastening and connection Joining technologies for the automotive industry. Nearly all Car Manufacturers and their component suppliers around the world value the solutions, as they are helping them to design and produce lightweight, electrified, cost efficient and high quality products.

By putting customer interest first in all activities, our client can consistently exceed customer expectations with regard to all development and production processes. They also offer training and consulting services so that the customers can take full advantage of their systems. In addition to this, our client also offers comprehensive service with tailor-made service contracts for the entire service life of the systems they supply. Through these and other approaches, they are constantly expanding and intensifying the relationships with their customers.

Our client's business is well positioned to capture increased penetration as the automotive market shifts to electric and hybrid vehicles which carry per vehicle penetration rates about 3–6 times greater than a standard internal combustible engine. As this trend is forecasted to accelerate in the 2020s, our client is investing to capture this opportunity.

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RESPONSIBILITIES:

- Scope: approx \$ 330 M P+L
 - The Director of Operations oversees the plants at multiple locations while continually improving efficiency and reducing costs, and developing short- and long-term growth strategies
 - Disciplinary and technical management of 5 Manufacturing Plants and approx. 900 direct and indirect employees in the areas of metal, plastic and device production as well as maintenance, distribution, production planning and scheduling, material handling and EHS
 - Ensure full compliance with all government, local and corporate laws and policies including Environmental, Health & Safety
 - Ensure a safe workplace for all employees in every office and manufacturing facility. Safety must always be at the forefront of everything we do and the leadership is expected to promote, model and support a “safety always” culture
 - Provides direct leadership for experienced and competent team of 4 Plant managers and other technical managers
- Develop and deploy improvement actions related to key business operations metrics and overall manufacturing effectiveness, including, but not limited to: safety, quality, delivery, inventory and cost with a focus on “On Time in Full” (OTIF), Service Levels to the Customer and Working Capital. Proactively measures and monitors the operations to achieve best in class performance using KPI's and other performance monitoring tools and techniques
 - Establish and implement a robust set of standard operational procedures and processes supported by lean principles emphasizing continuous improvement in all areas to promote efficiency and effectiveness of the enterprise
 - Develop make vs buy strategy to leverage internal and external resources.
 - Partner with the Industry 4.0 CoE to support project plans of implementing automation and connected factory tools in the plants for productivity improvements

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RESPONSIBILITIES:

- Direct interdisciplinary leadership team of Finance, Human Resources, Quality, IT and GSM to work to a common goal and objective while maximizing their group's individual contributions. Member of the local site Management team and works closely with the other senior management team members and functional leaders such as Sales, Technical, Engineering, Finance, HR, Quality etc.
 - Implements robust S&OP Practices
 - Drive 80/20 Implementation
 - Develop, Communicate, and Foster a Clear strategy for the business, ensuring the alignment with Corporate Global Supply Chain Strategy as well as Business Strategy
 - Review and approve preparation of accounting analysis for budgetary planning and implementation, production efficiency, financial reporting, budgetary planning and submittal for capital expenditures
- Work with product development and sourcing departments to help integrate new suppliers or brand launches as well as regulatory upgrades to existing packaging or formulations
 - Ensures that team objectives and KPIs are defined and communicated and an evaluation system is in place related to these goals and objectives.
 - Maintains a climate that attracts, retains and motivates top quality personnel
 - Train, appraise, supervise, support, develop and guide qualified personnel as well as support and oversee cross- functional teams throughout the Organization
 - Provides direction and resources, removing barriers; articulating expectations and clarifies roles and relationships

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QUALIFICATIONS:

- Master's degree in the field of engineering (mechanical engineering, industrial engineering or related) as well as good business knowledge
 - At least 10 years of relevant management and professional experience in an environment characterized by high customer-specific requirements in the automotive sector (large series)
 - Excellent management skills and analytical skills as well as the ability to lead complex projects in a result-oriented manner
 - Goal-oriented management of teams with the necessary assertiveness
 - Thorough knowledge of various business processes
 - Entrepreneurial thinking, initiative, agility as well as high resilience
 - Ability to quickly build cross-departmental relationships and to develop practical solutions to problems
 - Excellent knowledge of ISO TS16949 and methodological skills in the areas of lean management and 5S
- Very good communication skills at all hierarchical levels, fluent in German and English skills, both spoken and written
 - Experience in developing and managing budgets
 - Demonstrated team building, mentoring and developing skills
 - A student of current industry trends, capable of ensuring that the company maintains and expands its position
 - Strong relationship management, strategy development, project management, problem solving and change management skills
 - Excellent ability to represent the company externally and build alliances.
 - Proven ability to work within and build a Matrix environment

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LEADERSHIP MODEL BEHAVIOURS:

- Leading Beyond Reporting Lines, Set & Monitor Expectations
- Idea generator
- Able to rally resources to get stuff done
- Proselytizer - get people excited about it
- Comfortable with ambiguity and adapting to market change
- Comfort with taking risk/actively takes calculated risks
- Leads through influencing mindsets and behaviors
- Asks questions
- Can deliver compelling case for change (Change story)
- Systems thinker
- Established relationships internally and externally
- Success at leading teams of junior and senior members
- Teaching/Coaching in background
- Performs well under pressure
- Listens well

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