



# Chief Engineer EV Battery Thermal Innovation

(all genders)

Fortune 500 company and world-leading provider of tools,  
storage, commercial electronic security 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, commercial electronic safety 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

**Chief Engineer EV Battery Thermal  
Innovation (Manager)  
(all genders)**

Genius Consulting GmbH

Mr. Holger Kilian, Executive Partner | [hk@genius-consulting.de](mailto:hk@genius-consulting.de) | +49 621 70287687

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

## OVERVIEW

Are you a passionate and innovative technical leader with solid expertise in thermal engineering? Do you have a proven track record of developing cutting-edge solutions to complex technical problems, particularly in electric vehicle battery systems? If so, we want you to join our client's team as the new Chief Engineer for Thermal Management Innovation in EV Batteries.

In this strategically critical role, you will lead a team of experts in EV test engineering, simulation, battery technology, and product engineering to develop innovative, technically differentiated solutions for electric vehicle batteries, with a specific focus on thermal management. You will partner with GMs, sales, and business development leaders to accelerate product development through focused initiatives that drive strong, profitable organic growth.

We are looking for a dynamic and motivated innovator with strong expertise in thermal engineering who is passionate about driving impactful innovation and thrives in a fast-paced environment. As the job owner, you will grow your team, working closely with other leaders in the organization to ensure the success of your initiatives.

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## RESPONSIBILITIES:

- Driving EV battery innovations around thermal management and thermal safety as Chief Engineer
  - Driving innovation product developments from the first idea to the serial production.
  - Leading and further building-up an innovation EV team for R&D at Technical Center of Excellence for EV in Germany (Giessen) in close cooperation with product management, sales and production.
  - Developing the road-map for electrification together with product management.
  - Building-up network and leverage collaboration with external research partners like universities.
  - Lead development innovation of new electrification products based on customer insights and product roadmaps.
- Provide active coaching and direction to sales and product management leaders to help them engage effectively with OEM and Tiers.
  - Participate in customer visits and engineering activities.
  - Participate in strategic planning sessions to segment and target specific applications and customers to support new product development activities.

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## QUALIFICATIONS:

- Master degree or above in engineering (electrical, mechatronics, mechanical).
- Strong technical expertise around thermal engineering.
- Strong thermal management expertise, ideally in EV batteries
- Expertise around swelling and swelling compensation for battery cells
- Know-how/understanding/experience with technical specifications for batteries around thermal management and swelling
- Good knowledge of tests around thermal management and thermal safety parts in batteries
- Solid engineering expertise in battery design and experience with established network in battery field beneficial
- Strong innovation drive to develop outperforming technical differentiated products.
- Start-up mentality and getting things done approach, hands-on mentality.

- Self-motivated, teamwork spirit and customer engagement capabilities.
- Strong English communication skill, both oral and writing. Good German communication skills beneficial.
- First leadership experience beneficial but **not a must-have criteria**

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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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