



# Senior Director R&D Components 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

**Senior Director R&D Components Europe  
(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

This role will oversee the full spectrum of the technology and engineering continuum, from developing engineering talent, intellectual property, technologies, manufacturing and business process to our client's requirements. The role will be the driving force for engineering excellence within EU to achieve both short- and long-term business objectives and business growth aspirations within our client's Fastening businesses.

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## RESPONSIBILITIES:

- Responsible for the European Engineering Components team with a customer centric approach
  - Lead and grow our R&D teams within Europe by ensuring we have the key roles needed to execute our roadmap for Metal and Plastic Fasteners for welding, riveting, fastening, functional components
  - Support and position the team members in a way that they can win with their strengths
  - Drive strong technical differentiation and outperformance of the product portfolio
  - Strong technical input for the product roadmap for Fasteners and Components by identifying future customer needs early
  - Expanding close, trusting technical collaboration with our customers in the early development phases, be the “technical difference at the customer”
  - Expand network to Automotive customers (OEM), suppliers and research centers
- Lead new product development and work closely with the senior leadership team, close collaboration with Sales, Operations, Product Management and Quality
  - KPI tracking with a focus on short development time and making customers enthusiastic
  - FMEA responsibility
  - Initiate, drive and support continuous improvements and identify optimization potential, e.g. APQP development process
  - Active support for the engineers in the entire development process from the concept to the prototype to the final product ready for series production
  - Developing product solutions for products based APQP product development process and considering the latest product production processes at early development stage
  - Concept development and coordination based on customer requirements and sales requirements

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## RESPONSIBILITIES:

- Timing and financial evaluation of development orders in Salesforce and implementation of updates in the project management software Smartsheet
  - Promoting the integration of modern development tools, such as FEM simulation for increasingly ‘virtual development’ without physical prototypes to further reduce development times
  - Collaboration with GEC – Global Engineering Center in India
  - Expanding close, trusting technical collaboration with our customers in the early development phases
  - Expand network to Automotive customers (OEM), suppliers and research centers
  - Cooperation with development sites abroad (USA, China, Japan, India, South Korea) as a center of excellence and for know-how sharing
- Proactive continuation of the development of design guidelines and standardization with the involvement of the international development sites as needed
  - Close cooperation with and support of the Engineering Electrification projects

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## QUALIFICATIONS:

- Successfully completed master's degree in mechanical engineering, advanced knowledge in joining preferred
  - Profound Leadership experience and several years of professional experience in a comparable position, ideally in the automotive environment
  - Leadership personality with a strong hands-on mentality
  - Experience as development engineer in metals (preferred) or plastics components or joining technology
  - Entrepreneurial thinking and growth mindset
  - Knowledge of CAD systems is a must
  - Knowledge of mechanical joining and/or welding
  - Injection molding and cold-forming know-how
- Network in the automotive industry and research centers and universities in terms of joining
  - Strong project management, problem solving and change management skills
  - Able to handle multiple, detailed tasks, and work professionally with various levels of our management
  - Analytical thinking, creativity and excellent communication skills
  - Confident demeanor even in stressful situations
  - Being able to build up expertise and pave the way
  - Ideally demonstrate a broad network within the automotive industry
  - Fluency in German and English language

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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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