



HEAD OF PRODUCTION PLANNING (M/F/D)

JOB ID 180648

Our client is a global, independent family-owned company based in Germany. They develop and manufacture technologically complex electronic and mechatronic products. They employ more than 18.000 people at 46 locations in 21 countries, offering flexible, knowledgeable and customer-focused service. The division Automotive Electrical Systems is responsible for the development, production and distribution of components, modules and systems for the electrical, electronic and mechatronic technology in car bodies.

To strengthen the team of our client at his site in **Lüdenscheid** we are currently looking for a **Head of Production Planning (m/f/d)**.

The Head of Production Planning will lead all manufacturing engineering processes related to the production planning within the Automotive Electrical Systems business area. He is a key driver in manufacturing high quality products to their customers. He consults and is setting directions on all production planning matters across the organization. This includes follow ups for manufacturing engineering related action plans/activities as well as lessons learned.

Key Responsibilities

- Leadership of the Production Planning team of the Manufacturing Engineering in the global headquarter that includes production engineering, methods room, system development and projects regarding assembly and test equipment as well as a virtual reporting line to the plant entities around the world.
- Leading a local team with 4 direct reports and a strong focus on personal development of managers as well as employees in his team.
- He / She is experienced to lead the team to a new way of agile and lean methods.
- He / She will ensure that the production lines will be up to Run@Rate-readiness for series production within a few months.
- Responsible for the recruitment and training of a new generation of manufacturing engineering considering the changes resulting from Digitalization and Lean Management.
- Leading the teams with a result-, process- and customer-oriented mindset using business figures and KPI's to review the performance and deliverables.
- Establish and constantly improve process and technology solutions.
- Provide production support to meet the business targets in accordance to their quality standards.
- Responsible for the implementation of manufacturing & series testing solutions via standards and systems that will enable the plants to achieve their quality and cost targets.
- Work closely with the local plant teams of the global entities with strong focus on aligned business targets to ensure the delivery of time, cost, quality and safety targets.
- Define and build series production lines from commissioning to production ramp up.
- Establish and drive key processes from material supply up to final assembly such as
 - build-up of capabilities for new technologies, systems and factories
 - shop floor support and continuous improvement across the entire plant network
 - for specification and provision of Lean, Industry 4.0 and robotic solutions
- World-wide responsibility for the HQ function
- Approximately 20-40% travel requirements – mainly needed for visits of customers, suppliers or manufacturing plants



Your Profile

- Degree in Mechanical Engineering or Electronics with a minimum of 8 years' experience in a Manufacturing Engineering and/or plant leadership role in a modern high-volume and automotive production environment including dynamic planning & execution during production ramp up.
- As well design and implementation knowledge of manual and low-cost automation production techniques.
- Experience in leadership roles with already proven track record in manufacturing engineering at senior level or ready to step up after significant experience in a leadership role with smaller regional scope.
- Experienced leader with track record in hiring, training and leading direct as well as indirect reports with an ability to communicate at all levels. Acts as a coach and mentor to his team, attracts and develops top talents.
- Capable of extended cross-functional leadership, including Sales, project Management, R&D, Engineering, Manufacturing, Purchasing and Quality functions required to deliver results in an "end to end" process.
- Experienced in modern technology and automation including robotic and Industry 4.0.
- Proven lean skills to drive continuous improvements, ergonomics and process capability.
- Comprehensive understanding of manufacturing related metrics and ability to understand and drive manufacturing performance across the organization and excellent understanding of plant finances.
- Strong project management skills to deploy the manufacturing road map.
- Experience in leading and developing an experienced organization with strong technical focus and proven history in a high volume and high complexity business as well as manual and low-cost production.
- Clear evidence of creating and executing operating plans aligned to critical business priorities and business strategy; manage timing and costs
- Experience in working in a complex matrix organizational structure and leveraging virtual teams to deliver results.
- Technical background with proven track record in different manufacturing engineering areas as well as the use of different lean management methods.
- Experienced knowledge of all levels of quality assurance tools like root cause analysis and corrective actions in the whole product life cycle, problem solving, Six-Sigma approach, FMEA, lessons learned and statistical process control.
- Business integrity and solid level of business acumen, being able to handle pressure, complexity and conflicting priorities.
- Highly customer focused approach with the ability to build trusting relationships, demonstrates experience in developing and executing successful internal and external relationships.
- High energy, results oriented and ability to get results in a matrixed environment, meets commitments, taking a pro-active approach and focusing on efficiency.
- Excellent analysis and evaluation skills with a drive to challenge the status quo. Comfortable operating in an ever-changing environment, leading others through change initiatives and recognizing the need for actions or adjustments within a changing or growing organization.
- Ability to demonstrate a clear understanding of all relevant business interfaces internal and external as well as the integrated relationships across functions within a matrix team environment.
- Highly self-aware, recognizing the impact of approach and behaviors on peers, direct reports, customers and other internal and external contacts.
- Aware of development areas and open to feedback.
- Global experience and mindset to understand business needs around the globe.
- High level of both written and verbal communication skills including language requirements.
- High level of influencing skills.
- Fluent in German and English, any additional language (Spanish or Chinese or a Slavonian Language) would be an advantage.

If the described job definition is interesting for you and you fulfil the necessary requirements, we are glad to receive your job application via mail (L.Cirener@ah-recruitment.com).

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