

# Head of Production Qingdao

## 담당 업무

### General Management and Strategy

- manage and coordinate the production function of the plant/operations unit
- translate plant/operations unit's production strategy into action plans and ensure implementation
- contribute to strategic and operative planning of the plant/operations unit (e.g. with respect to investments, capacity and headcount planning)
- ensure the achievement of production targets according to internal and external customer expectations
- initiate and control investments for production equipment (e.g. production machines, assembly equipment)
- initiate and implement continuous improvement activities by applying CBS methods and training measures
- interface to segment, BU or BA functions in order to gather local production requirements and demands and other feedback
- participate in and/or steer global or local production-related and cross-functional projects
- conduct employee dialogues, personnel development and coaching

### Financial Management:

- prepare, review and manage the budget and forecast of production cost centers
- ensure timely submission of financial data to controlling
- implement and conduct activities according to the budget established
- ensure that the financial goals are met

### Production Planning and Control:

- ensure planning of all production processes, equipment and employee resources taking into account customer demand and available capacity
- ensure the fulfillment on the daily and monthly production plan and corrective actions with relevant departments
- contribute to regular production planning and control processes (especially in close cooperation with supply chain function of plant/operations unit)

### Production Execution:

- ensure operation of all production and rework processes and equipment (e.g. mixing, calendaring, extruding, making-up, pressing, vulcanization, assembly, etc.) according to standards and planning in close cooperation with maintenance (manufacturing engineering / facility management)
- ensure operation of in-process quality control and final inspection according to standards and planning
- improve and follow up regularly on quality and losses with relevant departments



직무-아이디  
**REF86651R**

모집 분야  
제조 및 생산

지사  
**Qingdao**

리더십 레벨  
**Leading People**

근무 유형  
**Onsite Job**

법률 고지  
**ContiTech Qingdao Rubber & Plastics Technology Co., Ltd.**

- ensure operation of internal material handling and transportation (internal logistic) for semi-finished goods (raw materials and finished goods are excluded) according to standards and planning
- ensure production data acquisition (e.g. order, machine, process or quality data) according to standards
- ensures compliance with requirements regarding ESH

#### **Training and Coaching:**

- operate shop floor training management (i.e. education and training of variable staff for production, logistics and maintenance processes)
- ensure the availability of qualified employees for the production function in cooperation with plant HR
- initiate and control the continuous qualification of production employees in cooperation with plant HR

#### **Monitoring and Reporting:**

- support production performance (KPI) monitoring and reporting (e.g. regarding cost, lead time, quality, scrap, waste, energy, OEE, etc.) in cooperation with manufacturing engineering and plant controlling
- initiate and control measures to improve production process performance

#### **Standardization:**

- ensure local implementation of central production standards
- provide feedback and input for further development of standards regarding production processes (e.g. production flow plan, production control plan, work instructions, standardized work chart, standardized work combination table, job instruction sheet, process parameters, materials), production equipment (e.g. machines, equipment, layout), logistics (e.g. material handling and storage technologies) and quality (e.g. test methods, equipment) to segment, BU or BA functions

### **지원자 프로 필**

#### **Competencies:**

Manufacturing related technologies, systems, infrastructures, standards and processes

Products, systems and technologies (functionalities and applications) Production management

Quality management (including quality policies, systems and processes) Local language & culture (intercultural sensitivity) Problem solving and decision making tools and techniques

Lean production/CBS principles, methods and tools (e.g. production management system)

Communication techniques (incl. presentation, change management, negotiation and conflict resolution techniques)

Leadership & management skills (incl. team-building, delegation, performance management and people development techniques)

Project management skills, tools and techniques

**Required Experience:**

university degree, preferably in industrial engineering, mechanical engineering or related technical discipline (depending on plant size)

5 or more years of professional experience in various production functions

cross functional experience e.g. in engineering, quality, supply chain or CBS preferred

comprehensive experience in rubber and plastic production processes

3 or more years in a leadership position, preferably in operational units with functional and disciplinary responsibility for other individuals  
experience in working with international teams on production topics and understanding of foreign cultures

proficient in minimum 2 languages, English or German is mandatory

채우 조건

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