

# Head of Plant Management

## 工作职责

The mission of the position is to achieve plant and support regional goals in terms of quality, cost, assets and delivery based on approved budget, through the coordination of plant activities and optimization of plant efficiency in accordance with company guidelines. Furthermore, the Head of Plant Management is responsible for the management of plant staff as well as upholding the principles of safety, security, environmental protection and corporate social responsibility. The Head of Plant Management is also responsible for fostering collaboration, knowledge sharing, and mutual learning with other plants in the region to drive synergies and achieve shared operational goals.

Derive the plant strategy from higher level strategic targets, in order to ensure the expectations of the customer and the profit of the company

- prepare the plant and its employees to meet requirements (internal and external)
- actively drive change processes and guide the plant and its employees through times of change

Plan, optimize and control all activities in order to perform the following tasks

- fulfill the market/customer requirements
- improve plant cost structure (fix and variable)
- agree on adjusted targets with the BA in case of major deviation to the budget (sales drop, product mix changes, etc.)
- evaluate and define activities to achieve or improve the financial and operational business goals
- evaluate and define actions to meet financial variations related to scrap, manufacturing and price
- coordinate strategies to improve inventory changes and minimize inventory
- ensure compliance with legal regulations (e.g. working hours, environment protection) and internal rules and procedures

Align the plant and customer interfaces

- implement efficient organization structures, procedures and processes according to BA or sector standards

Management of processes and areas

- ensure high performance production and supply chain processes with respect to KPIs
- ensure balancing between short-term customer requirements and unplanned occurrences within the operations unit in order to obtain the optimal load and achieve the maximum customer satisfaction (on-time deliveries)
- ensure manufacturability of products within the defined



职位号码

**REF900500**

工作职能

制造运营与生产

所在地

**Nyíregyháza**

领导力级别

领导领导者

工作场所灵活度

现场办公

法律实体名称

**ContiTech Magyarország Kft.**

responsibilities on the basis of authorized budgets within the constraints of quality, quantity, delivering and cost goals

- supervise, support and control ramp-up and ramp-down projects within plant
- ensure capable production processes and equipment with respect to KPIs
- ensure environment protection, operational safety and the enforcement of the company's values
- promote actively of continuous improvement of safety, environment and health in alignment with central plant ESH function
- ensure definition and implementation the entire human resource planning of internal and external employee capacity and qualification for the plant and definition of work, working hours and remuneration models
- ensure continuous knowledge and competency management as well as human resources development in alignment with central plant HR function
- cooperate trustfully with the works council for the information and counsel obligation according to law and for labor negotiations and decisions of all legal issues concerning decisions related to the works constitution in alignment with central plant HR function

## 职位要求

### **Education:**

- University degree, preferably in mechanical engineering, industrial engineering, business administration or related discipline

### **Professional and leadership experience:**

- 10 or more years of professional experience
- 7 or more years in a leadership position, preferably in operational units such as a factory, with functional and disciplinary responsibility for other individuals
- 5 or more years of experience in rubber or plastic business and understanding of its environment
- 3 or more years of strategic and business planning experience
- 3 or more years as a project manager in the area of lean production

### **Intercultural experience:**

- Cross functional experience in at least 2 different functional areas
- Experience in working with international teams and understanding for different foreign cultures
- Stayed abroad or has got professional international assignment for at least 1 year
- Proficient in English

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