

CBS Coach - 2 years maternity leave replacement

Your tasks

Role Summary

The CBS Coach drives Operational Excellence across the plant by coaching teams, leading analyses, and facilitating improvement initiatives using CBS (OpEx) methodologies (LEAN, SMED, RIE, VSM, 5S). This role acts as both **local and external interface** for **work time standardization**, ensures **deviation management transparency**, and supports **continuous improvement** aligned with business objectives and the annual budget.

Key Responsibilities

1) Operational Excellence & Governance

- Participate as an active member in **SFM1/SFM2/SFM3** operational meetings as a representative of CBS (OpEx); actively apply **Gemba management** principles.
- Ensure alignment and delivery of **local CBS objectives** according to expectations of local and external management.
- Act as the **local and external interface** for topics related to **work time standardization** and site rules.

2) Analysis & Improvement Projects

- Lead and participate in **local and external analyses** focused on key performance elements of the role (cycle time, takt time, standard work, waste reduction).
- Initiate **individual CBS projects** ("Just Do It - HOSHIN") and projects based on other CBS methods, with structured **problem-solving** from daily observations and hourly monitoring.
- Document and **escalate negative impacts** discovered during time studies and project analyses; collaborate closely with the **Cost Saving Engineer**.
- Identify CBS opportunities and **potential improvements** that can be integrated into current projects or developed as new initiatives.

3) Coaching, Facilitation & Training

- Moderate and facilitate **workshops/trainings** in both **variable and fixed areas** (including common losses in productive areas: **waste—time, motion, defects**).
- Moderate **rapid improvement events** (RIE), SMED, VSM, and 5S workshops/training for concept improvement in variable and fixed areas.
- Coach team leaders and cross-functional teams on **Lean thinking, standard work, visual management, PDCA/A3, and problem solving**.

4) Reporting, Compliance & Budget

- Ensure transparency and **availability of project reporting**; check



Job ID
REF92185Z

Field of work
Engineering

Location
Timișoara

Leadership level
Leading Self

Job flexibility
Hybrid Job

Legal Entity
ContiTech Thermopol Romania S.R.L.

information accuracy, and **coordinate internal reporting** activities for improvement projects.

- Implement and lead activities within the **annual budget** approved by management.
- Prepare **cost information** required to carry out activities and inform the **Head of CBS (OpEx) Contitech Romania**.
- Document, together with the **Cost Saving Engineer**, all **savings impacts** from loss reduction and the **CIM program**, ensuring rewards are processed according to procedure and approved by local management.

5) Deviation & Standards Management

- Ensure **deviation management processes**, transparency, and communication of deviations to responsible colleagues.
- Ensure all activities within the area of responsibility comply with **current standards, procedures, and internal regulations**.
- Maintain **confidentiality** of company information and comply with **company policies**.

Your profile

Required Qualifications

- Bachelor's degree in **Engineering, Industrial Management**, or related field; Master's is a plus.
- **1-3+ years** experience in **Lean/OpEx** roles within manufacturing.
- Hands-on experience with **SMED, VSM, RIE/Kaizen, 5S, Standard Work, Time Studies**.
- Strong knowledge of **SFM, Gemba, PDCA/A3**, and **visual management**.
- Experience in **work time standardization** and labor rules implementation is highly valued.

Our offer

What we offer:

- **The 13-th salary**
- **Meal tickets** - With a value of 40 Ron;
- **Hybrid schedule** - Work-life balance is important, so we offer a flexible schedule. Please agree on this with your superior;
- **Private Health Insurance** - Health is the most important, so we offer you a medical subscription through Signal Iduna;
- **Referral bonuses** - We encourage colleagues to refer new candidates to us and, at the same time, to get the chance to receive a bonus;
- **Bookster** - Feed your body and your mind. You can borrow books and you'll receive them at the office;
- **Sports benefits**- It's important to stay active, so we offer you the 7Card;
- **Discounts at our partners** - We collaborate with different vendors, and we receive discounts for various products/ services like rubbers, restaurants, kindergartens etc;
- **System for Rewarding Improvement Ideas** - We have an internal

improvement program (Continental Idea Management) that gives you the opportunity to come with ideas and to be honored with an attractive bonus (this is established by the CIM team according to your improvement idea);

- **Transport from Timisoara area** - You can choose to come with the bus provided by the company if you'll work from the plant location/office;
- **Professional development** - Many opportunities to develop yourself within the company;
- **Diversity and multicultural mindset** - We encourage you to join us no matter who, where, what you are. We have colleagues from different nations and a variety of languages are spoken in our company.

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About us

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent and affordable solutions for vehicles, machines, traffic and transportation. In 2021, Continental generated sales of €33.8 billion and currently employs more than 190,000 people in 58 countries and markets. On October 8, 2021, the company celebrated its 150th anniversary.

The ContiTech group sector develops and manufactures, for example, cross-material, environmentally friendly and intelligent products and systems for the automotive industry, railway engineering, mining, agriculture and other key industries. Guided by the vision of "smart and sustainable solutions beyond rubber," the group sector draws on its long-standing knowledge of the industry and materials to open up new business opportunities by combining various materials with electronic components and individual services.