

# Plant Manager

## Descrição da função

### STRATEGIC DEVELOPMENT AND CHANGE MANAGEMENT

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) ...

### ENTREPRENURIAL RESNPOSIBILITY, FINANCE / CONTROLLING

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 BU 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

- Review and authorize e-CR, e-PR and purchase orders (if applicable also for an operations unit)

- 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

### ORGANIZATIONAL STANDARDS AND DEVELOPMENT

- align the plant and customer interfaces

- implement efficient organization structures, procedures and processes according to BU, divisional or corporate standards

### PRODUCTION AND SUPPLY CHAIN MANAGEMENT

- Ensure high performance production processes with respect to KPIs (e.g. CT standard KPIs such as routing accuracy, process performance rate, delivery performance internal, manufacturing inventory valuations, overall equipment effectiveness)

- Ensure high performance supply chain processes with respect to KPIs (e.g. CT standard KPIs such as delivery performance internal, manufacturing inventory valuations)

- 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)

### PRODUCT AND PROCESS INDUSTRIALIZATION AND MANUFACTURING ENGINEERING

- Ensure manufacturability of products within the defined responsibilities on the basis of authorized budgets within the constraints



Identificação da vaga  
**REF96449I**

Área funcional  
**General Management**

Local  
**Aguascalientes**

Nível de liderança  
**Leading Leaders**

Modalidade de trabalho  
**Onsite Job**

Contato  
**Sergio Gonzalez**

Pessoa jurídica  
**ContiTech Mexicana, S. de R.L.  
de C.V.**

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 (e.g. CT standard KPIs such as routing accuracy, process performance rate, overall equipment effectiveness)

#### QUALITY MANAGEMENT AND CONTINENTAL BUSINESS SYSTEM

Ensure quality of components, processes and products in order to fulfill internal and customer targets

Promote implementation of quality standards and processes according to the Continental Quality Policy

Ensure successful implementation of corrective actions derived from audits

Drive and support the implementation of projects and initiatives to continually optimize and improve administrative and production processes in alignment with central plant CBS function

#### ENVIRONMENT, SAFETY AND HEALTH

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

#### HUMAN RELATIONS MANAGEMENT

Define and implement 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 (if existing) 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

### **Requisitos**

#### PROFESSIONAL EXPERIENCE

10 or more years of professional experience

5 or more years of experience in rubber or plastic business and understanding of its environment

cross functional experience in at least 2 different functional areas  
strategic and business planning experience

#### PROJEC AND PROCESS EXPERIENCE

3 or more years as a project manager in the area of lean production leader of an international project involving multiple locations, preferred

Experience in Greenfield

## LEADERSHIP 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

## TECHNICAL COMPETENCES

- + Product knowledge (functionalities and applications)
- + Production and supply chain management (including logistics policies, systems and processes)
- + Quality management (including quality policies, systems and processes)
- + Problem solving and decision making tools and techniques
- + Lean production/CBS principles, methods and tools
- + Management skills, tools and techniques / Human relations (team skills, conflict management, open-mindedness, networking) and communication skills (including presentation and negotiation techniques)

## O que oferecemos

At Continental we are committed to building an inclusive and discrimination-free ecosystem in Mexico, these principles are rooted in our corporate philosophy and culture. Therefore, it is totally forbidden to request a pregnancy or HIV test as part of our selection processes.

#LI-SFGO

Ready to drive with Continental? Take the first step and fill in the online application.

## Quem somos

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 2024, Continental generated sales of €39.7 billion and currently employs around 190,000 people in 55 countries and markets.

Guided by the vision of being the customer's first choice for material-driven solutions, the ContiTech group sector focuses on development competence and material expertise for products and systems made of rubber, plastics, metal, and fabrics. These can also be equipped with electronic components in order to optimize them functionally for individual services. ContiTech's industrial growth areas are primarily in the areas of energy, agriculture, construction, and surfaces. In addition, ContiTech serves the automotive and transportation industries as well as rail transport.