

## JOB PROFILE

**Anonymous company, to be announced later**  
**Director Operations**

**Intercultural leadership in continuous improvement**



**Location:** The Netherlands - United Kingdom - France

### 1. COMPANY

Our client is an international innovation driven industrial Group, EU-headquartered, leader in its own sector of products and solutions for both industrial, professional and private markets.

The Corporate (company) is characterized by an articulated and complex matrix structure. It can count on sector leadership and a technologically cutting-edge industrial network with managed regions and Product Departments/Engineering functions located throughout the international territory.

### 2. ROLE

As director operations you are responsible, within one of the product departments, for three production sites, based in NL, UK and France (staffing approx. 300 employees). Focus will be on both production, injection molding and assembly as well as the entire supply chain. In this role, you play a key role in enabling the organization to produce and deliver the right products and quality, to secure the market position. You are driven by efficiency and effectiveness of the inbound supply chain and the different production sites by continuously improvement of the production sites and the inbound supply chain (stock levels, SLA's and the price of components). You report to the COO of the product department.

Automation is one of the focus points you are driving. The automation of assembly, while increasing the robustness of the supply chain, will contribute to deliver products and systems on time at the right quality and competitive costs to customers.

As part of the management team of your product department, you contribute to the vision and strategy to sustain the leading market position and double-digit growth and profitability. You are also integral part of the local management team in the Netherlands.

### 3. MAIN TASKS

- Responsible for the Value Chain strategy and the implementation thereof with the goal to improve competitiveness (value proposition, cost and lead time) as well as the robustness of operations (production location strategy and the inbound supply chain strategy).
- Leading the teams of Operations, Procurement, Supply Chain Office and Manufacturing/assembly, Engineering in the Netherlands, and Production/assembly UK, Production France.

- Working closely with the Product Department management team, local and group functions such as Logistics, IT, Procurement and Finance to ensure timely execution of agreements such as OTIF, quality, cost downs and introduction of new or updated products.
- Responsible for the management of the operational organization as well as the personal development of the supporting specialists needed to get and keep a state-of-the-art organization: culture, structure, processes and resources to achieve the plans and goals.
- Responsible for the achievements of the annual and mid-term goals (ensuring continuity, growth and continuous improvement) for OTD, continuous COGS reductions (material and labour), inventory levels, quality costs, etc.
- A high-quality standard, ensured by close collaboration with the quality team, thereby supporting the company's positive quality image and avoiding after sales costs.
- Develop OHS/sustainability principles to maintain a secure working environment and compliance with environmental regulations and sustainability initiatives in line with the group strategy with focus on operations and inbound supply chain.
- Acts as Director of Product Business Unit The Netherlands, including external representation to regulators, government authorities, (local) business partners as well as the PZW - Works Council.

#### 4. REQUIREMENTS

- University degree in industrial engineering or similar.
- Overall experience of at least 15 years in a comparable position as well as professional and disciplinary leadership experience in working with (MT) teams consisting of multiple cultures and with the collaboration between departments in multiple (different) countries.
- Demonstrated ability to drive process improvement initiatives and achieve operational targets.
- Understanding of operational excellence, cost leadership, world-class manufacturing and lean.
- Strong understanding of assembly process, automation principles and supply chain dynamics.
- Proven experience in empowering management styles and people development (skills, knowledge and behaviour).
- Experience in the application of production methods and control tools.
- Good change management and communications skills.
- Fluent in English, Dutch (negotiator / presenter level) and French (proficient conversation level).
- Open to travel regularly to the sites in UK and France.

#### 5. COMPETENCES AND PERSONAL QUALITIES

- Engaged and committed to the company values and principles, which can be defined as, among other, quality driven to always provide the best solution for their customer, in a people oriented, employee empowerment, collaborative, process driven, continuous improvement and hands on work environment.
- Inspirational leader, who is able to motivate and drive people to a higher performance level a strong customer, service and quality orientation.
- Results-oriented and decisive.
- Independent, structured and goal-oriented work style.
- High self-motivation and endurance.
- Self-confidence and professionalism also in dynamic times.
- Entrepreneurial thinking and action, high implementation, and result orientation.

- A people drive focus to empower and improve the employees and teams on different locations and cultures.
- Hands on.
- Style flexible in leadership.
- Excellent communication skills.
- Knowledge of flow- and batchmanagement.

## 6. WHAT OUR CLIENT HAS TO OFFER TO YOU

Fulltime job with regularly travelling to UK and France. Excellent employment conditions, including short term incentive.



### MORE INFO?

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