

New Boston

## General Manager - Plant

As a successful family-owned company on a path to global growth, the Brose Group offers challenging responsibilities and exciting career opportunities to performance-driven, skilled specialists with solid professional knowledge and proven career expertise who wish to contribute to our company's success.

### Your Job Specification

- Support the overall organizational strategy by developing and delivering operational plans and outcomes for a large portion of the business
- Develop and gain agreement to annual business plans for a function or substantial business area, ensuring alignment with strategy; quantify business outcomes (i.e. revenues or other key performance indicators); detail expense and headcount budgets; and develop business cases for key projects, ensuring cross-functional integration
- Ensure that business activities and individuals (i.e. employees, contractors and visitors) within the area of responsibility adhere to the organization's HS & E policies, procedures and mandatory instructions; to safeguard the environment, protect the wellbeing of individuals and minimize business risk
- Communicate the function's strategy and its relationship to the organization's mission, vision and values; clarify the actions needed to implement it within the area of responsibility; motivate people to commit to these and to doing extraordinary things to achieve the organization's business goals
- Develop monthly and annual production plans for multiple functions across the business with dependencies on other processes/units to include resource planning and monitoring and reporting on performance against the plan; provide input to the overall production planning framework and systems
- Manage budget plans per department; could involve development or delivery (or both); prepare annual budget and resource plans for the plant in addition to the delegation of targeted goals, submit to board and get approval
- Manage and report on the performance of the function / business area; set appropriate performance objectives for direct reports and hold them accountable for achieving these; take appropriate corrective action where necessary to ensure the achievement of annual business objectives
- Build an effective management team, lead and motivate employees to achieve results; responsible for achieving productivity targets and efficient utilization of plant resources
- Decision-making responsibility for investment, personnel matters and capacity; consistent observance, optimization and subsequent process development in the plant, taking account of continuous optimization of costs and productivity
- Lead plant functions development and realize Brose Group pilot projects in field of technologies, process development, ramp ups, design, automation and other plants

### About Brose

Brose is the world's fourth-largest family-owned automotive supplier. The company develops and produces mechatronic systems for vehicle doors and seats as well as electric motors, drives and electronics, among others for steering, brakes, transmissions and engine cooling. Approximately 25,000 employees at 65 locations in 24 countries generate turnover of 6.2 billion euros. Worldwide, every second new vehicle is equipped with at least one Brose product.

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- support (provides support for sister plants); develop strategic long-term plans to guarantee the success of the plant through the lifetime of the projects
- Develop and adapt the company structure and organization in order to respond to changing requirements and to maximize cooperation and performance within the plant

#### Your Profile

- Master's degree preferred
- More than 15 years of relative experience, with minimum 10 years of management experience
- Experience with multiple complexities such as welding/fastening processes and mechatronic systems

Brose offers a high-tech work environment and a wide range of benefits. Along with competitive performance-based compensation and health insurance, our employees also benefit from attractive social and family-oriented programs throughout our North American locations\*. Our benefits packages include comprehensive medical, insurance and retirement plans. Brose also provides educational assistance and a variety of community outreach, family, and sporting events. Flexible working hours and a collaborative work environment give our employees the freedom to balance work and personal life. Brose believes in investing in people. We offer a wide range of development programs with great opportunity for individual growth through training, international or regional assignments and tailored career paths. Our objective is to provide our employees the tools necessary to live a balanced life, experience a rewarding work environment and contribute to our surrounding communities.

\*Benefits package may vary slightly per location