Head - NPL

Your tasks

JoJob Description / Area of Responsibility

- Lead the end-to-end Operations workstream for the development and flawless launch of advanced, safety-critical automotive mechatronic systems across two focus factories. Integrate mechanical, electronics, electric motor and embedded software disciplines; align worldwide stakeholders, customers and suppliers; and deliver industrialization, quality, cost, timing, capacity and ramp-up targets. Provide decisive, hands-on leadership in a highly dynamic environment and coach launch teams.
- Support quotations and business cases with operations feasibility, industrial concepts, footprint and capacity scenarios, investment estimates, launch timing and risk assessment for complex mechatronic products. Ensure assumptions cover both focus factories and the required revenue-growth roadmap.
- Define Operations targets for safety, quality, cost, timing, scope, capacity and launch maturity across both focus factories. Establish project governance, decision rights, integrated master plan, gate deliverables, cadence, documentation and escalation paths.
- Build and lead the global launch team; secure resources and ownership with line management. Drive early risk management, manufacturing concept selection, make-or-buy inputs and work-package definition.
- Align factory readiness and industrialization strategy with the growth path from approximately €250M to €600M annual revenue. Lead operations delivery for the complete mechatronic system, integrating mechanical, electronics, electric motor and embedded software interfaces.
- Translate product requirements into robust manufacturing, assembly, testing, traceability and end-of-line concepts. Drive DfM/DfA, design reviews, process validation, equipment implementation, supplier readiness and capacity installation.
- Staff, direct and coach the two-factory launch team; resolve cross-functional dependencies and resource conflicts. Ensure all deliverables meet customer, regulatory, safety, cost, quality and timing requirements. Control the integrated plan and recover deviations through clear owners, countermeasures and escalation.
- Manage capital expenditure, tooling, launch costs, labor, ramp-up cost and obsolete-material exposure against approvals. Lead APQP, FMEA, control-plan, capability, test-coverage, traceability, line-release, PPAP and safe-launch readiness.
- Coordinate equipment, process, component, logistics and software-release maturity across both factories. Run risk-based launch reviews and drive rapid problem solving to achieve a stable, flawless ramp-up.
- Maintain one transparent, fact-based status for both factories covering milestones, budget, quality, capacity, resources, risks and decisions. Report gate maturity and forecast to Project Management, Operations leadership, plant management and executive steering

Job ID
REF12282Z

Field of work
Industrial Engineering

Location
Gurgaon

Leadership level
Leading People

Legal Entity
AUMOVIO India Private Limited

committees.
- Escalate product, process, supplier, customer or safety-critical issues early, with impact, containment, recovery plan and required decision. Track actions to closure and ensure disciplined change control.
- Capture lessons learned and standardize reusable launch methods, equipment concepts, controls and best practices across both factories. Drive continuous improvement in yield, cycle time, scrap, reliability, test coverage and launch efficiency. Support warranty, 0-km, field and supplier-quality containment and root-cause resolution. Optimize capacity and requalification throughout the product lifecycle.
- Represent Operations and both focus factories on project, customer, supplier and executive meetings worldwide. Build alignment among diverse stakeholders and communicate complex issues clearly, directly and early. Lead feasibility, change and problem-resolution discussions using timing, cost, quality, safety and risk evidence. Maintain a strong customer focus while protecting operational readiness and launch integrity.
- Own the transition from launch through stable serial production and formal handover at both factories. Monitor ramp-up performance, capacity, yield, quality, delivery and cost until agreed exit criteria are achieved.
- Coordinate product maintenance, engineering changes, non-conformance resolution and requalification. Lead capacity adaptations and phase-out preparation in line with business and customer requirements.

Your profile

Bachelor’s degree in mechanical, electrical, electronics, mechatronics, manufacturing, industrial engineering or a related technical field. At least 15 plus years of progressive experience in automotive or another safety-critical, high-volume industry, including complex mechatronic product development, manufacturing industrialization and launch. Experience across multiple functions or factories is required.

Demonstrated successful delivery of at least three new-product launches, including a complex multi-site or safety-critical mechatronic program. Strong competence in APQP/PPAP, industrialization, launch planning, risk management, budget control, capacity planning, supplier readiness and structured problem solving.

At least 5 years as a Launch Manager, Operations Project Manager or comparable cross-functional leader. Proven ability to lead international matrix teams, steer two factories, make timely decisions, escalate effectively and deliver under high pressure.

Proven leadership of worldwide, multicultural stakeholders across functions, factories, customers and suppliers. Fluent business English is required; additional languages are advantageous. Strong intercultural sensitivity, executive communication and willingness to travel are expected.

Our offer

- Global Customer, Business Unit and Operations Governance: Expert knowledge of matrix decision-making, escalation paths and stakeholder management across factories and functions. Ability to establish clear governance, accountability and communication in a worldwide project environment
- New Product Launch and Product Lifecycle Management: Expert application of NPL processes, gate reviews, industrialization planning, launch readiness and serial-life handover. Strong command of multi-site launch governance and operational deliverables
- Safety-Critical Quality in Launches: APQP, PPAP, safe launch, line release, control plans, process capability, test coverage and end-to-end traceability. FMEA-based risk prevention and awareness of functional-safety implications for manufacturing and validation
- Operations Program Control and Reporting: Integrated planning, milestone and gate control, resource steering, risk and opportunity management, change control and executive reporting. Rapid problem resolution, disciplined escalation and recovery planning across two factories.
- Manufacturing and Launch Financials: Business-case understanding and management of Capex, tooling, launch cost, labor, ramp-up cost, capacity and obsolete-material exposure. Ability to align industrial investment with growth from approximately €250M to €600M annual revenue.
- Advanced Mechatronic Product and Manufacturing Knowledge: Strong system-level understanding of mechanical, electronics, electric motor and embedded software interfaces. Manufacturing, assembly, testing, calibration, traceability, software-release and configuration-control concepts
- Customer and Supplier Management: Customer-specific milestones, audits, PPAP, capability and drawing requirements. Executive-level communication, negotiation, expectation management and recovery alignment with customers and suppliers
- Matrix Team Leadership: Lead, motivate and coach international cross-functional teams without relying solely on direct authority. Delegate outcomes, resolve conflict, manage performance input and create ownership across both focus factories
- Change Management and Complex Problem Resolution: Evaluate changes across system interfaces and quantify impact on safety, quality, timing, cost, capacity and industrial readiness. Drive fast, structured decisions and implementation while keeping worldwide stakeholders aligned.
- Front Loading and Industrial Strategy: Lead early feasibility, manufacturing concept, footprint, capacity, investment and timing assessments for large, complex programs. Challenge assumptions early and convert lessons learned into robust launch concepts

Ready to take your career to the next level? The future of mobility isn't just anyone's job. Make it yours! **Join AUMOVIO. Own What's Next.**