

Head of Target Costing

Náplň práce

End-to-End Product Cost Management

- Responsible for target product and production cost calculations across all lifecycle phases - from initial concept to end of production.
- Conduct top-down, bottom-up, and greenfield target cost analyses, considering CO₂ targets and sustainability aspects.
- Define, track, and control cost targets at project, component, and plant level.

Target Costing & Cost Transparency

- Introduce, enhance, and ensure consistent application of the Target Costing process across the business areas in alignment with corporate standards.
- Guarantee transparency of target and actual costs (e.g., priced BOM) and support Purchasing, Engineering, and Controlling in achieving cost targets.

Cost & Value Analysis / Benchmarking

- Execute cost structure and value stream analyses, supplier cost audits, and market price validations.
- Plan and moderate cross-functional workshops focused on cost optimization and value improvement (e.g., Design-to-Cost, Design-to-Value, Re-Design-to-Cost).
- Support make-or-buy decisions and sourcing strategies through detailed cost evaluations and recommendations to management.

Method and Process Development

- Continuously improve and standardize Target Costing, Value Management, and cost optimization tools, templates, and methodologies.
- Develop and maintain a database for best practices, benchmarks, and lessons learned to ensure reuse and efficiency across projects.

Cross-Functional Collaboration & Advisory Role

- Act as key interface for all cost-related topics between Target Costing, Purchasing, Engineering, Manufacturing, and Controlling.
- Serve as cost expert and sparring partner for management and



ID pozície
REF5920X

Miesto práce
Shanghai

Úroveň vedenia ľudí
Leading People

Právnická osoba
Continental Holding China Co., Ltd.

project teams during decision-making, investment approvals, and supplier negotiations.

-Support Sales in customer discussions and price plausibility checks.

Operational Cost Control & Reporting

-Provide regular cost reports and deviation analyses at project and plant level, including KPI tracking and improvement measure follow-up.

-Derive management recommendations from deviation and performance analyses and ensure structured handover after implementation maturity.

-Prepare decision-ready documentation for sourcing and investment approvals.

Training & Capability Building

-Conduct training sessions and workshops to strengthen internal cost analysis and optimization competencies.

-Promote a cost- and value-oriented mindset throughout the organization.

People Management

-Manages and develop target costing team.

Profil kandidáta

- Professional work experience in Costing or Costing related functions min. 10 years
- Deep understanding of product cost structures, manufacturing technologies, and value chains
- Proven expertise in Target Costing, Design-to-Cost, Design-to-Value, Benchmarking, and Cost Auditing
- Strong skills in cost calculation methodologies, cost modeling, and market analysis
- Excellent cross-functional collaboration and stakeholder management abilities between Engineering, Purchasing, and Finance
- Highly analytical with strong communication, moderation, and presentation skills
- Experience in method development, process optimization, and change management in cost and value management contexts
- Strong English language skill, presentation/communications incl. to high level mgmt
- Leadership experience: Has demonstrated ability to work effectively within a matrix organization (influencing without traditional authority). Leadership Experience (minimum 3-5 years in leading people).

Čo ponúkame

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