

Head of Target Costing

工作职责

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



职位号码
REF5920X

所在地
Shanghai

领导力级别
领导团队

法律实体名称
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.

职位要求

- 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).

我们可以提供

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