

Plant Engineering Manager

Your tasks

The Industrial Engineering Manager is responsible for leading a high performance engineering organization within a 24/7 automotive manufacturing environment. This role oversees automation, process engineering, testing, maintenance, and new product introduction (NPI) to ensure operational excellence across safety, quality, delivery, cost, and innovation. The manager sets the strategic direction for industrial engineering, drives continuous improvement, and ensures technical readiness for new technologies and production launches.

The expected annual salary range for this role is \$120,000 - \$150,000 a year depending on experience. This position is also eligible for a variable incentive program.

Strategic Leadership and Operational Excellence

- Develop and execute the Industrial Engineering strategy that meets plant targets for efficiency, cost, quality, and innovation
- Establish and monitor internal KPIs for engineering performance
- Lead organizational change to optimize processes, systems, and technologies
- Evaluate and implement new technologies to improve automation, process capability, and equipment reliability

Lean Manufacturing and Continuous Improvement

- Drive Lean principles across all shifts in a 24/7 operation, including Kaizen, standardized work, SMED, and waste elimination
- Responsible for continuous improvement and implementation of LEAN principles to include leading root cause problem-solving efforts for scrap reduction, yield improvement, and defect elimination.
- Utilizes and reinforces Lean Automation techniques for automation development
- Incorporates Simple / Robust into equipment design for highest equipment reliability
- Provides lessons learned input to design / development through Design for Manufacturing (DFM) reviews
- Provides new product build support through tooling development and procurement
- Introduces process programs and process parameters to support manufacturing operations
- Champion Total Productive Maintenance Program (TPM) to increase equipment reliability and OEE metrics

New Product Launch and Industrialization

- Oversee tooling development, automated assembly system procurement, and process validation for new product launches



Job ID
REF9252C

Field of work
Industrial Engineering

Location
New Braunfels

Leadership level
Leading Leaders

Legal Entity
AUMOVIO Autonomous Mobility US, LLC

- Ensure technical readiness of production equipment prior to Start of Production (SOP) and support process changes post SOP
- Use Design of Experiments (DOE), Design for Manufacturing (DFM), Failure Mode and Effects Analysis (FMEA), control plans, and other engineering tools to ensure robust product and process development

Documentation and Compliance

- Ensure accurate documentation of processes, P FMEA, control plans, parameter sheets, work instructions, and training materials
- Maintain adherence to customer, internal, and regulatory requirements for audits and inspections
- Promote standardization across all shifts to maintain consistent operating conditions

Continuous Improvement

- Contribute to the continuous improvement of the management system and quality manual with set up and optimization of procedures and policies
- Define, implement and monitor cost improvement projects
- Define strategic development direction of the Industrial Engineering department including the future roadmap of the plant
- Ensure technical availability of production equipment during launch phase prior to SOP
- Support technical changes in production following SOP

Leadership and Talent Management

- Lead leaders and teams within engineering, maintenance, and facilities ensuring alignment to company behaviors and performance standards
- Build organizational capability through coaching, succession planning, and skill development
- Foster a culture of safety, collaboration, accountability, and innovation in a 24/7 environment

Project and Financial Management

Manage capital projects, budgets, and engineering resources for optimal ROI

Ensure timely delivery of project gates, milestones, and customer requirements

Track key financial KPIs including cycle times, depreciation, and staffing requirements

Protect confidentiality of project data

Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's degree in Engineering (Mechanical, Electrical, Industrial Engineering or other relevant engineering degree).
- Minimum 7 years of manufacturing engineering experience within a high volume manufacturing environment
- Minimum 5 years in roles with leadership responsibility, directly and

indirectly leading other leaders (multi layer leadership)

- AUMOVIO may offer visa support for internal candidates.
- AUMOVIO may offer relocation assistance for this opportunity.

Physical Requirements

- Must wear company-provided ESD safety-toed shoes, smock, and other PPE in required areas
- Sitting or standing for 8+ hours, reaching, and using hands/fingers to operate a computer and other office equipment
- Dexterity of hands and fingers to operate any required computer keyboard, mouse, and other technical instruments
- Must be able to support off shift or weekend operations in a 24/7 production environment

ADDITIONAL WAYS TO STAND OUT

- Masters degree in Mechanical, Industrial, Electrical or related Engineering discipline
- Professional certification in Continuous Improvement or Lean methodologies (e.g., Six Sigma, Lean Practitioner, Lean Six Sigma Green/Black Belt)

- 5+ years of experience specifically within the automotive manufacturing industry
- Demonstrated cross functional experience in Quality, Operations, Engineering, and/or Project Management
- Experience leading teams in a 24/7 operational environment is strongly preferred
- Experience collaborating with or supporting international teams, suppliers, or global engineering groups
- Experience with global manufacturing standards or multi site coordination is desirable

- Experience working in and reporting within a global matrix organization
- Experience leading or contributing to projects related to product development, production launch, industrialization, or quality management
- Hands on experience with manufacturing processes including Lean production systems, Industrial Engineering methodologies, and quality improvement tools
- Experience managing capital equipment procurement, automation integration, or validation activities may be considered a strong asset

- 8+ years of leadership experience overseeing leaders, technicians, and cross functional teams in a complex manufacturing environment

Our offer

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:

EEO / AA / Disabled / Protected Veteran Employer. AUMOVIO offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, AUMOVIO complies with government regulations, where they apply, including affirmative action responsibilities for qualified individuals with a disability and protected veterans. To be considered, you must apply for a specific position for which AUMOVIO has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, AUMOVIO provides reasonable accommodations to qualified individuals with a disability.

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.**

About us

Since its spin-off in September 2025 AUMOVIO continues the business of the former Continental group sector Automotive as an independent company. The technology and electronics company offers a wide-ranging portfolio that makes mobility safe, exciting, connected, and autonomous. This includes sensor solutions, displays, braking and comfort systems as well as comprehensive expertise in software, architecture platforms, and assistance systems for software-defined vehicles. In the fiscal year 2024 the business areas, which now belong to AUMOVIO, generated sales of 19.6 billion Euro. The company is headquartered in Frankfurt, Germany and has about 87.000 employees in more than 100 locations worldwide.