

THE AUTOMOTIVE INDUSTRY EXPERT

PRODUCTION MANAGER IN AUTOMOTIVE PLASTICS

The client

- international automotive interiors manufacturer
- Nitra, Slovakia plant with 300 employees

The problem

- HEADSCOUT was contacted by a new client on reference. Former recruitment services provider had been looking for a new production manager for 8 months with no candidate matching the skill set required.
- The main criteria were; senior production manager from automotive industry, injection moulding, lean manufacturing experience and very high personal integrity and stability.
- The manufacturing unit was undergoing a major restructuring process to increase its efficiency.

The solution

- HEADSCOUT Headhunting
- Our assignment was to find a high-quality candidate who would continue with the restructuring process and be its advocate.
- For this very assignment we already knew some people who to approach even before looking into our databases.

Three of our tools helped us most

- our most up-to-date candidate databases from the industry
- our ability to approach more than 800 suitable candidates within less than a week
- experience from tens of projects from the packaging industry every year

The result

- The new production manager started within 10 weeks from HEADSCOUT accepting the assignment.

**raise to
3,1 mil. €**

Initially, the new production manager screened the production unit thoroughly, suggested a correction and restructuring plan which was confirmed in the French HQ and started to conduct it. Net income of the manufacturing unit was raised from 2,6 to 3,1 mil €.

- Implemented Just-in-Time (JIT) production methodology to control costs and inventory, resulting in a 20% improvement in efficiency.
- After 18 months, the manufacturing unit shows very positive results and is building a new state of the art automated assembly line.
- Replaced labour-intensive processes in assembly department and meanwhile enhanced workflow through new technology (automatic assembly machines) that reduced staff by 15.
- Production planning process has been completely transformed and simplified.
- New CAPEX planning was put into action and new machinery procurement was initiated.
- The maintenance was transformed from corrective and 20 people strong team to preventive and 12 people strong team.
- Total Quality Management best practice was built into a fully working whole from scratch.
- Our client has been very pleased with the new production manager and by this, HEADSCOUT has become the trusted recruitment provider number one.

**WOULD YOU LIKE
TO SEE THE FULL
CASE STUDY?**

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