HILTI

Team Lead Testing - TES
Testing team and test field management (m/f)

Responsibility

■ **Managing test order/requirement and resources with internal and external partners**

■ **People development and achieving Business Unit targets**

■ **Operational testing management: lab certificate maintenance, testing process planning, continuous process optimization and budget control**

■ **Leading testing team in coordination with HQ**

Profile

Functional Expertise

■ **University degree (Mechanical Engineering or Management)** and lab mgmt. experience (>5 years)

■ Sufficient expertise in fastener/tool **international standards** (ISO 2702, SAE J78, ASTM E384/B117…)

■ Certified ISO/IEC 17025 testing lab leader desired

■ Effective communication and language skills in **English, Chinese, Taiwanese (preferred)**

Understanding the Business

- **Strong internal/external customer orientation**: understanding of internal and external customer requirements related to product, cost and availability translating them into stakeholder requirements.
- **Matrix organization**: clear understanding of the matrix organization and knowing how to manage tasks, team members and stakeholders.
- **Lab management knowledge**: full understanding of the laboratory field and operations to further create business opportunities leveraging the Hilti business model.

Understanding and defining what needs to be done

- **Prioritization**: clear understanding of task importance and impact for overall business; independently defining & shifting priorities between projects and tasks keeping long-term targets in mind.
- **Decision taking**: taking decisions based on deep analysis, experience or personal assessment. Including peers and team lead as well as other experts for clarifying facts and evaluating options.
- **Bring innovation**: never stops questioning without losing focus on important tasks. Generating new ideas & innovation. Promotes creative ideas from suppliers adding value to business.

Getting things done

- **Drive to outperform**: logical thinker, challenging status quo, yourself & team members to achieve great results. Cut work into smart packages, monitor progress, correct course and set ambitious targets.
- **Effective communication**: capable to communicate topics in timely and clear fashion. Inclusion of all customers, team members and relevant stakeholders. Ability to create a sense of urgency.
- **Assertiveness**: keeps going until the problem is solved – unwilling to give up. Is capable to push in diverse environment overcoming challenges to achieve targets.

Working inclusively with others

- **Foster collaboration**: creates win-win situations with peers and (project) team members by understanding others point of view. Is capable to listen to all team members to collect best opportunities. Creates a sense of trust and establishes a positive team spirit.
- **Networking**: creates broad and sustainable network within geographically dispersed, cross-functional as well as external (business units, plants, suppliers, institutes) organizations from Europe across Asia. Actively managing multi-cultural relationships across time-zones.
- **Leverage diversity**: uses diversity and variety of opinions to solve problems or develop strategies. Exposes himself and others to diverse situations and is willing to ask for support or help.
- **Transparency**: Create transparent roadmaps and provide easy-digestible updates to team members, external customers and all relevant stakeholders.

Developing yourself and others

- **Feedback**: actively collects and embraces feedback from stakeholders. Willing to provide constructive feedback to peers, team members and team lead. Self-reflective, aware of strengths and weaknesses.
- **Learning agility**: Develops and implements excellence standards and sharing know-how with colleagues and suppliers. Capability to develop new skills based on job demand in a timely manner.
- **Conflict ability**: does not avoid conflict, but sees it as a chance to improve self and others with flexibility to attend to individual needs. Having candid conversations about performance with team.
- **Bring out the best in people**: passionately promoting development of team and colleagues.

Non negotiable criteria

- **Technical understanding** of relevant technologies (educational background)
- **Team player, excellent communication & networking skills**
- **Fluent English and Chinese**
- **High learning agility**
- **Strong drive to outperform and crafting a direction**

If you are interested in this offer, please send your CV to
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