



Who is Hilti?

If you're new to the industry, you might not have heard of us. We provide leading-edge tools, technologies, software and services for the global construction sector. We have a proud heritage, built over 75 years, and a worldwide reputation for pioneering products and exceptional service.

With 30,000 people in more than 120 countries, which we're looking to expand, we're a great place for you to show us your worth, step up to new challenges and grow your career.

For more information, welcome to visit our website at

<https://www.hilti.group/content/hilti/CP/XX/en.html>

Testing & Development Engineer - TES Supply team and supplier development (m/f)

Responsibility

- Developing relevant technologies, creating and executing testing plans
- Technical support for Asian Supply Base products
- Technical Project Lead: operational development & testing management (analysis, manpower planning/handling, progress tracking, project team work coordination)
- Leading testing operations in TES in coordination with HQ

Profile

Functional Expertise

- **University degree (Mechanical Engineering, Material Sciences or TBD)** and sound commercial and development/testing experience (>5 years)
- **Software proficiency** – Excel, PowerPoint, Outlook expertise requested. CAD and programming software experience required.
- Professional **analyzing skills** to build system models and translate customer requirements into product specifications in an international environment honoring multitude of opinions.

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

Understanding the Business

- **Strong understanding of customers' applications:** in-depth understanding of customer requirements, (mal-)practices in order to develop fitting products and define effective testing plans for specifications.
- **Matrix organization:** clear understanding of the matrix organization and knowing how to manage tasks, team members and internal and external stakeholders.
- **Technology expertise:** full understanding of relevant technologies and technology trends to develop the right products including IP protection.

Understanding and defining what needs to be done

- **Planning and structuring:** translate complex tasks into manageable work packages for yourself and test technicians to deliver targets in quality and on time.
- **Decision taking:** understanding and manage trade-off between innovation, technical feasibility, customer value, performance, quality, cost. Collaborating closely and listening to requirements from different departments (Supply, Marketing, Quality, ...).
- **Bring innovation:** never stops questioning without losing focus on important tasks. Generating new ideas & innovation. Promoting creative ideas adding value to business & avoiding over-engineering.

Getting things done

- **Operational discipline:** efficiently executing development tasks and testing plans in efficient in time and on quality. Tracking progress and adopting approach where necessary.
- **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 for getting the problem solved.

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 as well as different organizations internally (cross-functional) and with other BUs.

- **Leverage diversity:** uses diversity and variety of opinions to solve problems or develop products and testing plans. Exposes himself and others to diverse situations and is willing to ask for support or help.

Developing yourself and others

- **Feedback:** actively collects and embraces feedback from stakeholders. Willing to provide constructive feedback to peers and team lead. Self-reflective, aware of strengths and weaknesses.
- **Learning agility:** Develop and implement excellence standards and sharing know how with colleagues across distance and departments. Capability to develop new skills based on job demand.
- **Conflict ability:** does not avoid conflict, but sees it as a chance to improve self and others with flexibility to attend to individual needs.

Non negotiable criteria

- **Technical understanding** of relevant technologies (educational background)
- **Team player, excellent communication, networking & stakeholder mgmt. skills**
- **Fluent English and Chinese (fast progress in acquiring Chinese as a new language)**
- **Strong people orientation and project management skills**
- **High learning agility & strong drive to outperform and constantly improve**

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

Alexander.Hartmann@hilti.com