

BASIC FUNCTION: (A brief statement indicating why the job exists. Clearly identify the mission or purpose of the job in the organization).

This position leads the Product and Application Development team in Senai, Malaysia, to develop new technology and Performance Materials (polypropylene compounds, engineering plastics, etc.) products in support of Business strategy and objectives. The position is also responsible for conducting research studies in line with market trends to build know-how and technical advantage for company, and to conduct trouble shooting for running products according to sales/marketing and manufacturing requests. This position is also taking the leadership to approve raw materials to ensure security of supply and cost saving.

This position has a potential to expand work scope to manage multiple PAD teams in South and Southeast Asia.

RESPONSIBILITIES AND ACCOUNTABILITIES:

What

1) Leadership of team.

Lead the PAD team in Senai. Direct and prioritize to work safely, maximize efficiency and maintain focus on strategic and attractive projects.

2) Business growth.

Develop new products to support business plan and satisfy pull from market. Support sales and TS team in managing complaints and following up technical issues.

3) Innovation. Identify and develop new ideas. Work closely with marketing and colleagues from other regions.

4) Profitability. Contribute to improved profitability of business by changing to more cost-effective raw materials, managing

Why

Maximize PAD team contribution to business development, in terms projects and volume growth.

Continuous regeneration of product line into new projects identified in business planning.

Innovation is key area for Asian market leadership position. Higher unit profitability from innovation projects.

Performance Materials business is relatively high margin but competitive in which market sets price, so

How Measured

Goal zero – no accidents for self or team, and no process incidents. Effective development of team via PAD / Stage-Gate process.

KPIs on success development of new products.

KPI on number of projects and products from innovation projects.

KPI on raw material cost saving.

KPI on unit contribution margin.

product risk and ensuring effective product stewardship.

formulation cost is a key driver for profitability.

KPI on product waivers.
KPI on product portfolio reviews with PAD participation

5) Product Management.

Work with Product and Supply, and Quality to optimize product and process capability, including accurate and efficient testing regimes.

Create sustainable core business and robust management procedures.

Pass internal and external audit;
Regular review and update procedures

6) Product Management procedures and support to other countries. Work for procedure creation, review and update for product development process.

Keep procedures updated and in line with company policy. Support business success in other countries.

PERSON SPECIFICATION: (Typical knowledge, qualifications and experience required for the job.).

Education:

1. Chemical, Mechanical or Polymer Engineering Degree of equivalent .

Work Experience:

1. >10 years experiences in product development for polymers, particularly polyolefins, engineering plastics.
2. Work experience in automotive and E&E -related industry is preferred.

Critical Competencies/Behaviors:

1. Provide Customer Focus: Knows how business work, knowledgeable in current and possible future policies, practices, trends, technology and information affecting his business and organization. Knows the competition, is aware of how strategies and tactics work in the marketplace.
2. Drive Results: can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.
3. Drive Vision and Purpose: Is good at bringing the creative ideas of others to market, has good judgment about which creative ideas and suggestions will work, has a sense about managing the creative process of others, can facilitate effective brainstorming, can project how potential ideas may play out in the marketplace.
4. Develop Talent: provides challenging and stretching tasks and assignments; holds frequent development discussions; is aware of each person's career goals; constructs compelling development plans and executes them; pushes people to accept developmental moves; will take on those who need help and further

development; cooperates with the developmental system in the organization; is a people builder.

5. Build Effective Team: Good at figuring out the process necessary to get things done, knows how to organize people and activities, understands how to separate and combine tasks into efficient work flow, know what to measure and how to measure it, can see opportunities for synergy and integration where others cannot, can simplify complex processes, gets more out of fewer resources.

FUNCTIONAL COMPETENCIES:

1. Knowledge and practical experience in polymer/plastic;
2. Experience and knowledge in application and specification of OEMs and customers
3. Basic background in plastic injection molding preferred.

Skills:

1. Good IT skills (e-mail, EXCEL, WORD, POWERPOINT).
2. QC core tools and IATF16949 tools (APQP, PPAP ,FEMA,SPC,MSA); DFMEA analysis

Languages:

1. Fluent in English, written and spoken.