

Plantmanager Lomm

High Tech - Aerospace

Lomm



van de Groep & Olsthoorn

Oerlikon Eldim (NL) B.V.

Our client Oerlikon Eldim (NL) B.V. is a high tech manufacturing company based in Lomm (Limburg) and part of the internationally operating Oerlikon Group, a Swiss technology organization with a strong position in surface solutions, materials and advanced manufacturing technologies. Oerlikon Group is active in 38 countries with a total of 9,500 employees, generating revenue of approximately €1.7 billion.

Eldim technology is spread across 3 sites: Lomm, Debrecen (HU) and Stockport (UK).

The organization focuses on the development and production of high-quality critical components and assemblies, particularly for the aerospace industry and the industrial gas turbines. The focus is on components used in demanding environments, such as hot sections of aircraft engines and power generation systems, where reliability, precision and durability are essential. The organization operates according to modern manufacturing methods and uses integrated supply chain and quality processes to meet the high requirements of its customers.

The Dutch site is part of a global network of production locations and benefits from the scale, technology and knowledge of the Oerlikon Group. This enables the company to develop innovative solutions and contribute to the performance improvement of critical systems in aerospace and energy generation.

At the Lomm site, approximately 120 people are employed and around 125 high-tech machining systems are in operation. There are two sister companies in Hungary (400 employees) and in the UK (30 employees). The UK has its own customer base and operates independently; Hungary acts as a supplier for certain machining processes. The Management team is mainly based in the Netherlands, so as is the Sales team. There are 2 Engineering teams, in the Netherlands and Hungary. The order book for the coming years is full, although profitability still requires improvement. For the Oerlikon Group, this market is a focus area, where investments are being made in both equipment and people. It is expected that the business can double, also partly, through the development of additional market sectors (e.g. energy and defense).

Plantmanager Lomm

As Plant Manager, you are fully responsible for the overall operation of the Lomm site. You act as the owner of the operational system and translate strategic objectives into concrete results on the shop floor. You ensure a safe and stable working environment and reliable execution of customer orders.

At the Lomm site, advanced machining techniques are applied, including CNC machining, grinding and specialized metalworking processes, enabling the production of highly complex, high-quality components. A high level of specialized technical know-how is present.

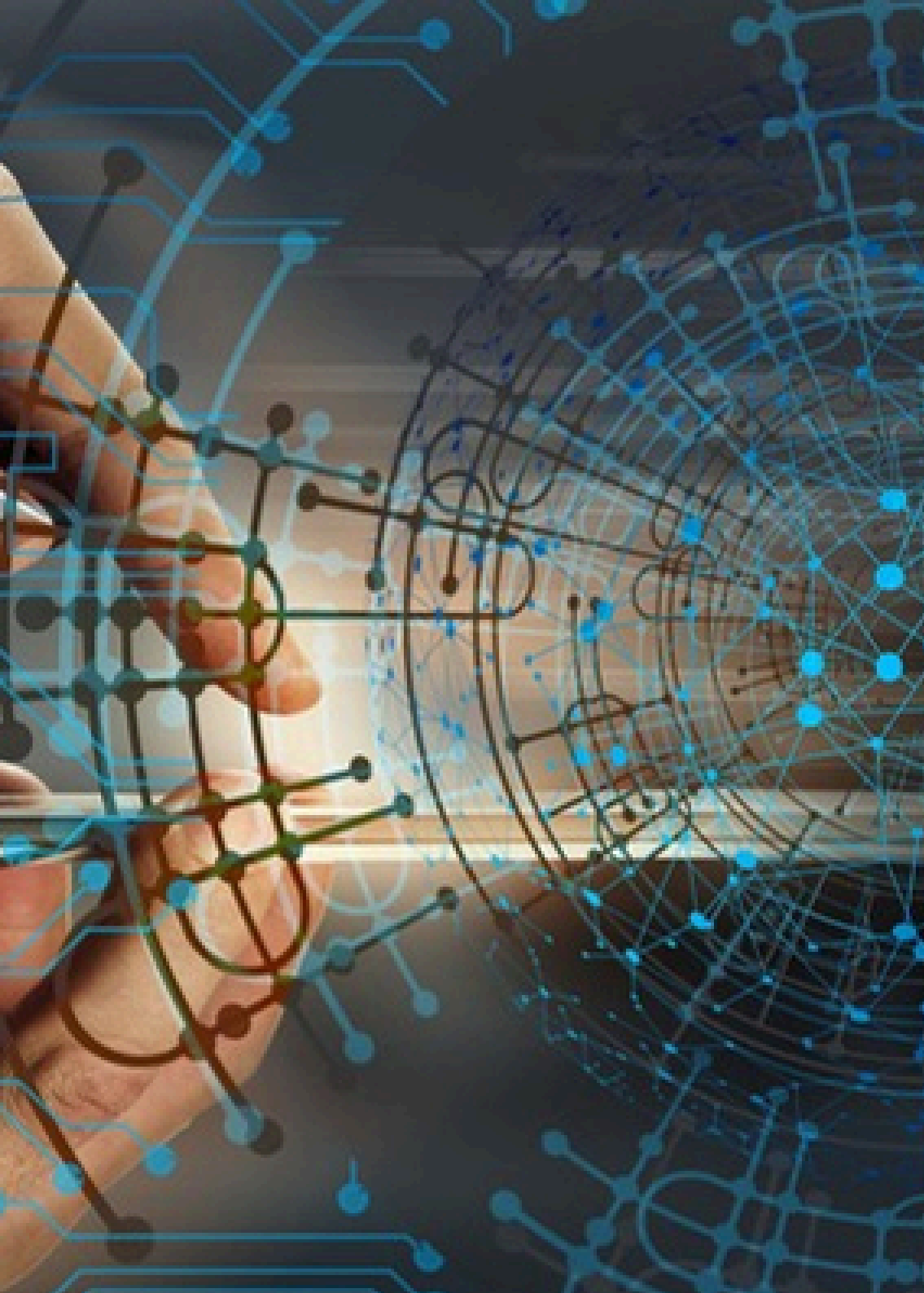
You are faced with a clear challenge: to deliver consistent performance in Safety, Quality, Delivery, Cost and Cash, while at the same time building the foundations for sustainable growth and further professionalization. This requires more than operational management alone.

Through clear performance management routines (daily, weekly and monthly), you create control over the operation and bring discipline into execution and decision-making. A key part of your role is the development and improvement of the factory management system. You ensure that processes are leading, rather than dependence on individuals.

You stimulate fact-based working and ensure that operational challenges are translated into concrete improvement actions. You are the driving force behind a structural improvement culture. By applying Lean principles and structured problem solving, you reduce waste and increase productivity, flow and asset utilization. Your focus is on sustainable improvements, where short-term fixes are replaced by structural optimization.

You build a strong and future-oriented leadership team. You develop management capabilities across production, planning, quality, maintenance and engineering. Under your leadership, the organization evolves from reactive to proactive, with clear responsibilities and well-defined performance expectations.

You develop a clear strategy for assets and maintenance. You improve equipment reliability and initiate programs for modernization and replacement. In addition, you ensure that industrial capabilities align with strategic growth objectives.

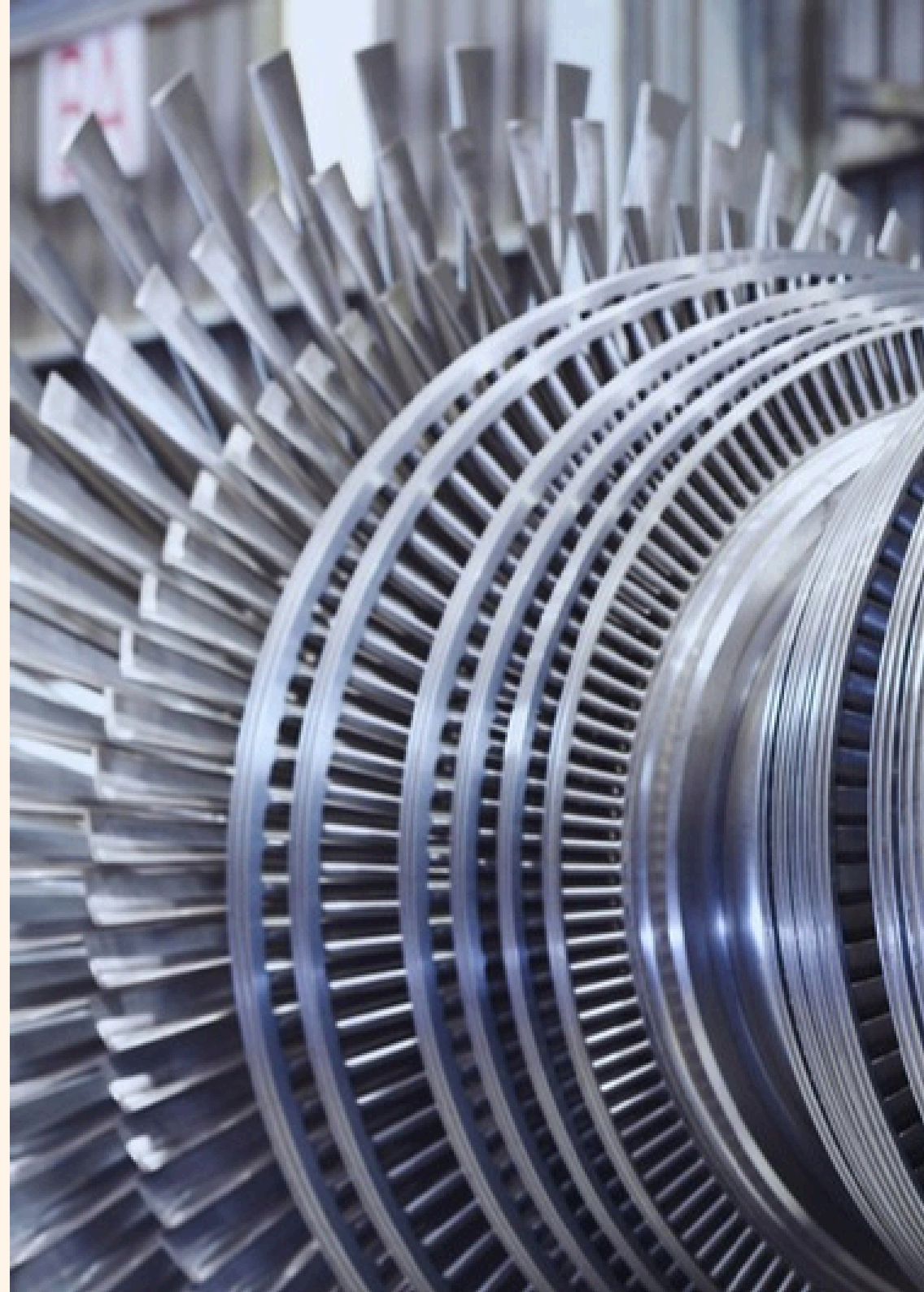


You develop a well-founded investment agenda and oversee its execution. You build strong business cases and ensure that investments effectively contribute to performance improvement. In doing so, you actively strengthen the site's future competitiveness. The annual investment level is approximately €5 million.

Within the highly regulated aerospace environment, you ensure the highest quality standards. You are the driving force behind the implementation of the broader transformation agenda at site level. You translate strategic initiatives into concrete changes in processes, systems and behavior. In doing so, you work closely with the Director Sales & Operations (DSO), to whom you also report, to achieve sustainable improvements.

Who are we looking for?

We are looking for an experienced and results-driven leader with a strong industrial profile. You have a relevant completed technical education at bachelor's or master's level. You bring: at least 10 years of experience in production or operations management, in aerospace, high precision manufacturing or comparable sectors. You have experience as a Plant Manager, Business Unit Manager or in a comparable role. Strong experience with Operational Excellence and structured improvement programs (Lean). Proven experience in performance improvement, cultural change and organizational transformation. Experience with CAPEX projects, industrialization and modernization programs. You possess strong execution capabilities and operational discipline, combined with analytical and industrial thinking. You demonstrate leadership that drives organizations forward, both in the short and long term.



If you are interested in this position, we kindly ask you to contact one of our consultants for more information.

Bauke Wolters or Bert-Jan de Visser

info@vandegroep.nl
T: 0346 870020

Van de Groep & Olsthoorn

