



## Department / operations manager

**Workplace:** 10000, Rabat

**Apply online!**

### What to expect:

#### Team management

- Define and deploy the operational organization adapted to our growth
- Implement management processes: rituals, reporting, performance indicators
- Develop internal skills and support the upskilling of teams
- Create and maintain a strong company culture focused on performance and quality
- Disciplinary management of the managers & teams

### What you bring along:

- Minimum 10-15 years of experience in automotive engineering or engineering services sector
- Significant experience managing **multidisciplinary** teams (minimum 100+ people)
- Proven track record in an **international environment**
- Experience managing complex and multi-site projects
- Experience in a **high-growth** context preferred
- Fluent english and french

### Staffing and resource allocation

- Drive optimal resource allocation across all projects and clients
- Control the utilisation and distribution of capacity within the department together with Team manager
- Minimize bench time through proactive workload and opportunity management
- Develop team versatility and promote internal mobility between projects
- Anticipate skill requirements and coordinate recruitment plans with HR
- Implement monitoring indicators: occupancy rate,

- bench, productivity per team
- Manage operational budget

### **Skills mapping and management**

- Establish and maintain detailed mapping of available skills
- Implement a skills management system (skills matrix, professional frameworks)
- Drive strategic skills development plans
- Foster knowledge sharing and expertise capitalization
- Ensure alignment of skills with client needs and technological developments

### **Operational excellence and productivity culture**

- Implement high-performing project management & productivity culture
- Foster a culture of continuous improvement and innovation
- Ensure client satisfaction and handle complaints

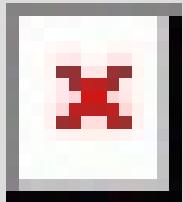
### **Business development**

- Actively contribute to Bertrandt Morocco's development
- Identify and qualify new project opportunities with existing clients and prospects
- Support the Group in analyzing and responding to requests for quotation

With more than 50 facilities in Europe, the Bertrandt Group has been providing development solutions for the international automotive and aircraft industry since 1974. Every day, more than 13 000 employees guarantee extensive know - how and support our client (Manufacturer and OEM) with management, design and industrialization solutions.

Bertrandt Technologie Morocco offers you opportunities in the automotive sector (body in white, interior and exterior, layout, powertrain, and electronics). Moreover, we are also present in interdisciplinary field such as project management, quality management, supply chain/industrialization and validations.

### **What we offer:**



#### **Contact:**

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