

Director of Manufacturing & Operations

Type of employment: Full time

Location: Al Kharj, Saudi Arabia

The area of responsibility

Direct Reports: Manufacturing & Assembly, Automation & Control Panels, Site Delivery & Commissioning, Shared Services (QA/QC, HSE, Supply Chain, Documentation, HR/Admin), and operational Director of Manufacturing & assembly. The DIRECTOR OF MANUFACTURING & OPERATIONS will be the operational leader responsible for translating corporate strategic goals into efficient, high-quality, and cost-controlled execution across all facilities and projects. We are seeking a results-driven leader with hands-on experience in manufacturing and assembly environments, preferably within German or German-standard facilities, to bring world-class discipline, precision, and process optimization to the organization's operations.

Your Responsibilities

- Oversee day-to-day operations across Manufacturing & Assembly, Automation & Control Panels, Site Delivery & Commissioning, and Shared Services.
- Ensure alignment between operational execution, strategic priorities, and financial targets.
- Director of Manufacturing & Operations directs closely with Finance Manager and Cost Control Unit to ensure on-time, on-budget project delivery.
- Introduce and maintain lean manufacturing, Kaizen, and ISO-based quality systems inspired by German industrial best practices.
- Drive process standardization and operational excellence across all departments and facilities.
- Reduce operational waste, improve equipment uptime, and optimize production workflows.
- Work with the Chemicals Production Department to align production schedules with assembly and delivery needs.
- Collaborate with Project Management Office (PMO) to integrate manufacturing, automation, and site installation timelines.
- Lead, mentor, and develop department heads, supervisors, and line leaders to build high-performance teams.

- Set and monitor KPIs for productivity, quality, cost efficiency, and safety compliance.
- Foster a culture of accountability, continuous improvement, and safety.
- Ensure strict adherence to QA/QC, HSE, and regulatory requirements in all operational areas.
- Oversee audits and certification processes to maintain compliance with local and international standards.

Your profile

- Bachelor's degree in mechanical, Industrial, or Manufacturing Engineering (Master's preferred).
- 10+ years' experience in manufacturing and assembly, ideally in German or German-standard facilities (automotive, industrial machinery, or water treatment equipment experience preferred).
- Proven track record in lean manufacturing, continuous improvement, and cost control.
- Experience managing cross-functional teams across engineering, production, quality, and logistics.
- Strong understanding of ERP/MRP systems and production planning.
- Excellent leadership, communication, and decision-making skills.
- Fluency in English required; German language proficiency is an advantage.

Your benefits

- An attractive and performance-based compensation package with company shares
- Work in an innovative and value-oriented family environment
- International prospects and exciting development opportunities
- Attractive compensation and comprehensive social benefits