

**Position:****Senior Director, EMEA Operations (f/m/d)****Location:****Reutlingen**

**Harvard Bioscience** is a leading developer, manufacturer and seller of technologies, products and services that enable fundamental research, discovery, and pre-clinical testing for drug development. Our customers range from renowned academic institutions and government laboratories to the world's leading pharmaceutical, biotechnology and contract research organizations. With operations in North America, Europe, and China, we sell through a combination of direct and distribution channels to customers around the world. We are a publicly traded company (NASDAQ: HBIO) with over \$110M in revenues in 2022.

As we continue to expand our operations, we are seeking a highly skilled and experienced Senior Director of EMEA Operations to lead and optimize our manufacturing, procurement, and services organizations in the region. This pivotal role will collaborate closely with Sales, Marketing, and other cross-functional teams to drive operational excellence and ensure the continued success of our business in EMEA. The Senior Director will report directly to the Sr. Vice President of Operations.

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**...what we are looking for:**

- Bachelor's degree in Business, Engineering, Operations Management, or a related field. Master's degree is a plus
- Located in the vicinity of Reutlingen, Germany
- Must be willing to work in the office overseeing the success of our operations
- Proven track record (5+ years) of successful leadership in operations or supply chain management, preferably in a multinational company with a focus on manufacturing, procurement, and services within the EMEA region.
- Strong understanding of manufacturing processes, procurement strategies, and service delivery excellence. Demonstrated execution of continuous improvement techniques.
- Demonstrated ability to collaborate effectively with cross-functional teams, particularly Sales and Marketing.
- Exceptional leadership and managerial skills, with a history of building high-performing teams.
- Strategic thinker with the ability to translate business objectives into actionable plans.
- Excellent problem-solving, analytical, and decision-making capabilities.
- Strong communication and interpersonal skills, with fluency in English. Additional languages are advantageous.
- Willingness to travel as needed within the EMEA region and occasionally internationally.

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**...these are your tasks:**

- **Manufacturing Leadership:** Oversee all manufacturing facilities across the EMEA region to ensure smooth and efficient operations. Drive continuous improvement initiatives to enhance productivity, quality, and safety standards. Collaborate with site leaders to align manufacturing processes with global strategies. Site leader responsible for facilitating successful communication and collaboration of the matrix organization within the site
- **Procurement Excellence:** Lead the EMEA procurement organization, working closely with global strategic sourcing and supplier management efforts. Develop and implement procurement strategies to drive supply chain resiliency, foster strong supplier partnerships and optimize costs.
- **Services Organization Management:** Provide leadership to the Client Services, Technical Services, and Sales Operations teams in the EMEA region. Establish service delivery standards, drive customer satisfaction, and enhance service revenue streams.
- **Cross-functional Collaboration:** Partner with Sales, Marketing and Operations partners to align business objectives, support market expansion, and ensure operational readiness to meet customer demands. Act as a key liaison between the Operations and Commercial teams.
- **Budgeting and Financial Management:** Develop and manage the Operations budget for the EMEA region, ensuring resources are allocated appropriately to achieve operational and financial targets.
- **Performance Metrics and Reporting:** Implement performance metrics to track and measure the effectiveness of manufacturing, procurement, and services operations. Provide regular reports to senior leadership, highlighting achievements, challenges, and action plans.
- **Talent Development:** Foster a high-performing and engaged team environment. Mentor and develop direct reports, identify skill gaps, and implement training and development programs to enhance team capabilities.
- **Compliance and Regulatory:** Ensure all operations within EMEA comply with relevant industry regulations, quality standards, and company policies. Implement risk mitigation strategies and drive a culture of safety and compliance.
- **Business Continuity and Crisis Management:** Develop and implement contingency plans to address potential disruptions in the supply chain or operations. Lead crisis management efforts when necessary, working closely with relevant stakeholders.

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**...what we offer:**

- A collegial and international working environment
- A range of tasks with your own areas of responsibility
- Employee-friendly regulations on holidays, flexitime and compensatory time off
- Regular development meetings
- Participation in the group-wide bonus programme
- Contributions to the company pension scheme far in excess of the statutory framework

We look forward to receiving your application documents in electronic form, consisting of cover letter, curriculum vitae and references to: [jobs@multichannelsystems.com](mailto:jobs@multichannelsystems.com)

Contact for consultation: Kristin Endler