

Neuhaus – Plant Manager

KEY RESPONSIBILITIES

As **Plant Manager**, you are at the helm of our Neuhaus Atelier – the beating heart of our chocolate production. You will lead and coach our production teams, with a clear focus on safety, quality, productivity and waste reduction. You combine people leadership with operational insight and an (awakening) passion for chocolate craftsmanship.

This role is not just about meeting daily KPIs. We are looking for someone who can take a step back when needed – to identify the real root causes of recurring challenges, and implement long-term solutions.

You will work closely with the operations support services (maintenance, planning, quality, engineering and R&D) and are part of the Operations Management Committee, where you help shape the broader operations strategy of Neuhaus.

- Lead and manage day-to-day operations in our chocolate production atelier.
- Track and improve performance on key parameters: safety, quality, productivity and waste.
- Coach and develop team leaders and operators – helping people grow in their role.
- Bring structure and clarity, while staying close to the floor.
- Balance tradition and innovation – our atelier combines age-old techniques with modern equipment.
- Ensure we produce at the highest quality standards and with pride.
- Identify systemic issues, take a step back, and drive long-term improvements.
- Work cross-functionally with Planning, Maintenance, Quality, and Human Capital.
- Contribute to the wider operations strategy as part of the management team.

TO BE

- You have a Master's degree and equivalent experience of at least 8 years in a managerial role within a production environment, preferably in the food industry or FMCG.
- You have experience with automation projects. A first experience in change management gives you a head start.
- You are a born motivational leader who can work both strategically and detail-oriented. In addition, you are entrepreneurial, flexible, proactive and result-oriented.
- A people person: coaching, guiding and building trust come naturally to you.
- Analytical thinking: you can look beyond the immediate problem and act structurally.
- Able to switch between floor presence (hands-on metanlity) and strategic reflection.
- Fluent in Dutch and/or French and English (professional level in all three).

OFFER

If you grow, we grow. We offer you a challenging environment where every day is different. A place where people

are given space and opportunities to contribute to the future of our company. Furthermore, we offer you an attractive salary, supplemented with numerous extra-legal benefits such as a company car, bonus, insurance package including dental care, meal vouchers and eco vouchers, etc... And, of course, plenty of Belgian chocolates.

https://www.neuhauschocolates.com/fr_BE/home

