



## Capability Development Lead Schiphol

### The Role

As Capability Development lead at Fokker Services, you will be responsible for the day-to-day management of the product engineering team. This team is responsible for developing new capabilities and improving current capabilities to maintain a world class capability portfolio covering Power Generating, Avionics, Hydraulics/Pneumatics. Based on business requirements set by the Product Owners (managing areas of our capability portfolio), you will define and execute the capability development and improvement agenda. As such, you will be actively involved in the development and improvement roadmap for expansion of our capability portfolio. You will formulate development objective for your team, and lead, motivate and inspire them to exceed expectations. To do this you show a high level of generic aviation and MRO knowledge and can translate this into operational requirements. To be successful you will actively engage with (CMRO) Operations, Supply Chain and Procurement to maximize the operational performance and financial performance of the assigned capabilities. You are an active member of the continuous improvement community and are focused on driving product performance improvement.

### The Team

You will be an active member of the Program Management team at Schiphol. You will report to the Head of Programs, whilst maintaining a functional responsibility towards Technical Services (TS). You will manage a team of 6.12 Product Engineers and work closely with (CMRO) Operations, Supply Chain, Procurement, Engineering and Quality in pursuit of operational excellence.

### Key Responsibilities

- Lead, motivate and inspire a team of (6.12) product engineers
- Cultivate a strong safety culture, committed to continuous improvement in health and safety.
- Drive and optimize operational execution of the capability development agenda.
- Define and execute the capability development and improvement agenda
- Ensure alignment with (CMRO) Operations, Supply Chain, Procurement, Engineering and Quality
- Formulate development objective for your team based on business requirements by Product Owners
- Develop new capabilities, and improving current capabilities
- Maintain a world class capability portfolio and
- Identifying new maintenance & repair technologies to improve and development of capabilities
- Responsible for coordination with Supply Chain and Shop Management to resolve engineering stagnations and queries
- Partner with cross functional teams to drive performance via continuous improvement



### **Experience & Qualifications**

- BSc degree, or equivalent in an Engineering discipline;
- At least 5 years of prior relevant experience;
- High level of generic aviation and MRO knowledge, and ability to translate this into operational and engineering requirements;
- Ability to read, analyze, and interpret Aircraft and Component Maintenance Manuals;
- Ability to effectively articulate operational needs to leadership;
- Experience in functional leadership and leading multi-disciplinary teams;
- A demonstrated understanding of lean principles and continuous improvement;
- Demonstrated commercial savviness and understanding of operational excellence;
- Demonstrated ability in solving complex problems and showing a can-do attitude;
- Demonstrated excellent analytical and data analysis skills;
- A demonstrated proficiency in relevant software skills: MS Excel and Access.

### **What we offer:**

Working at Fokker Services Group gives you the opportunity to work in a dynamic and entrepreneurial environment, with innovative thinking and cooperation with a no-nonsense culture as the core. You will be guided by professional and resolute colleagues, which will give you the knowledge and experience to further boost your career.

We also offer you:

- A competitive salary matching your knowledge and experience;
- Flexible hours and hybrid working from home;
- When working fulltime (40 hours), you have twenty-seven holiday days and 13 ADV leave days per year;
- A challenging international working environment;
- Company laptop and phone;
- An insider's look into the innovative world of aviation;
- A lot of room for professional and personal growth;
- Fun colleagues (trust us, we are not biased).



## **About Fokker Services Group**

At Fokker Services Group, our greatest purpose is to exceed reliability expectations, keeping customer aircraft where they belong - in the sky!

An aftermarket integrator with design, production, maintenance, and airworthiness expertise and experience, on which commercial and defense operators around the world rely for the continued competitive operation of their fleet. Unique independent competence for comprehensive sole source solutions with a global presence, with facilities in Europe, Asia, and the Americas. The Fokker Services Group has a profitable revenue of Euro 250M and employs around one thousand people.

## **Our Values**

As a High-Performance Organization, our core values shine through in everything we do:

### Customer Focus

We meet and exceed our customers' expectations by offering unique and personalized solutions. Creating clear expectations and building a sustainable relationship based on quality, safety and trust is what we value most.

### Innovative Thinking

Our success is based upon an innovative mindset. We identify and create new opportunities, products, and customer solutions by being brave, daring to lead and making decisions. With our entrepreneurial and growth mindset, we explore and learn ways of doing things differently every single day.

### Global Excellence

We strive for quality, reliability, and excellence. Together we create a high-performance culture in which digital transformation, continuous learning and improvement is key. Sharing knowledge and working cross functionally helps us to inspire and achieve our shared goal; to exceed expectations and keep aircrafts where they belong; in the sky!

### We Care

Our people are at the heart of our organization. Only when we work together can we create an inclusive and respectful work environment in which we motivate, support, and inspire each other. We are effective by being open, honest, respectful, and empathetic towards each other. Safety, quality, and trust are paramount.

## **Interested?**

If you feel like you can contribute to the growth of our company by taking up this challenging job, we are looking forward to your application! You can send your application to [Didier.soelman@fokkerservices.com](mailto:Didier.soelman@fokkerservices.com) or check out our LinkedIn page for more information.