

# We need you!

## Experienced Production Manager

## What do they stand for?

Unwavering commitment to sustainability and innovation.

Dedication to quality and customer service.

Value social activities, mutual respect, and personal development.

Designing, developing, and manufacturing innovative and sustainable packaging solutions for the food industry.

## What are you made of?

Potential to grow within the organization

Balance between strategic vision and operational excellence

Strong emphasis on data-driven decision-making, process optimization, and cross-functional collaboration.

# Production Manager

## Technical knowlegde

Strong knowledge of IT-tools

Multilingual proficiency: Dutch and English

Budget Management Skills

Experience as a Production Manager

## Your credentials

Innovative and solution-oriented

Collaborative leadership

Leadership and motivational skills

Analytical and data-driven

Process-oriented and change mindset

# What do they stand for?

Our client, Plus Pack, is a renowned Danish family-owned business with an international footprint and headquartered in Odense. They are known for designing, developing, and manufacturing innovative and sustainable packaging solutions for the food industry. They have over a century of expertise and have steadily built a reputation as a specialist in their niche sector. They pride themselves on their unwavering commitment to sustainability and innovation, which are central to everything they do. Their passion for sustainability drives them to continuously invest in new technologies and processes that not only reduce their environmental footprint but also deliver unmatched quality to their clients. Their products may be at a premium, but this reflects their dedication to quality and customer service, which remains a cornerstone of their success.

At their Belgian location in Limburg, they are focused on integrating this ethos into the local team, fostering an environment where collaboration, cross-functional work, and continuous improvement can become second nature. They are a close-knit community that values social activities, mutual respect, and personal development, ensuring that every team member feels supported and valued.

Their goal is to make each day better than the last, both for their employees and their clients.

We are seeking a dynamic and forward-thinking **Production Manager** to lead their operations in Genk, Belgium. This role is not just about managing production; it's about becoming an integral part of their journey towards operational excellence and sustainability.

You will become part of the production unit in Genk and report to the Site Manager.

What do they stand for as an international company:

- **Designing purposeful solutions for good.**
- **Placing circularity at the core for good.**
- **Collaborating to change tomorrow for good.**

# What are you made of?


As the Production Manager, you will oversee the entire production unit, including the warehouse, ensuring that all processes run smoothly and efficiently. Your leadership will be crucial in fostering a culture of continuous improvement, where every challenge is met with innovative solutions. You will be responsible for the daily management of operations, the strategic development of their production capabilities, and ensuring that they meet their sustainability targets.

You will play a key role in leading their dedicated and skilled team in the production of high-quality food packaging. Working closely with engaged colleagues, you will not only oversee daily operations but also inspire a culture of continuous improvement and collaboration. We are looking for someone who values people and processes equally, bringing a strong mix of leadership, communication, and problem-solving skills to the table. Your ability to motivate and develop your team will be crucial as they embark on an exciting journey of growth and innovation. If you are passionate about driving change and creating a positive work environment, they want you to be part of their future!

You will also play a key role in linking the Genk operations with headquarters in Denmark, sharing best practices, and contributing to the overall success of the group. This role requires a balance between strategic vision and operational excellence, with a strong emphasis on data-driven decision-making, process optimization, and cross-functional collaboration.

The ideal candidate will possess the potential to grow within this organization, taking on increasing responsibilities and driving their long-term strategic goals.

**Does this  
match your  
DNA?  
Then please continue  
reading.**



# A bit more about the technical knowledge you need to excel in this role

We are looking for an individual who embodies the following characteristics:

- **Innovative and solution-oriented:** You are not afraid to challenge the status quo in a professional manner and are always on the lookout for the best solutions to improve their operations. You understand the importance of circular economy principles and are committed to integrating these into everyday operations.
- **Collaborative leadership:** You thrive in a team environment, are willing to share knowledge, and believe in the power of collaboration to achieve common goals.
- **Leadership and motivational skills:** You can inspire and lead a team, motivating them to achieve their best while fostering a positive and productive work environment.
- **Analytical and data-driven:** You are comfortable with data analysis and use key performance indicators to guide decision-making and drive continuous improvement that result into initiatives that enhance efficiency and sustainability.
- **Process-oriented and change mindset:** You have a deep understanding of (production) processes and are always looking for ways to innovate and improve. You are open to change and can lead your team through transformations that align with strategic goals.

To be successful in this role, you should possess the following skills and qualifications:

- **Educational Background:** Engineering level or equivalent, with a strong foundation in data analysis.
- **Experience:** A minimum of 3 years as a Production Manager, preferably in a manufacturing environment.
- **Digital Skills:** Strong knowledge of IT-tools and BI systems, and the ability to work with large datasets to drive business improvements.
- **Budget Management:** Experience in managing budgets, with the ability to balance cost control with the need for investment in improvements.
- **Cross-Functional Work:** Ability to work in a matrix structure and collaborate across different departments and levels of the organization.
- **Language Skills:** Proficiency in Dutch and English is required.

# Why join them?

Joining this team means becoming part of a family-owned business that values its employees as much as its clients. They offer a supportive environment where personal and professional development is a priority. As part of this team, you will have the opportunity to contribute to their ongoing success while growing your career within an organization that is committed to sustainability, innovation, and continuous improvement.

If you are ready to take on a challenging and rewarding role where your contributions will make a real difference,



**... Then we would love to hear from you. We have a lot more to tell you about this opportunity.**



**Layla El Mourabit**  
**Associate**



**Vicky Korstanje**  
**Research Associate**

Call us on +32 498 90 46 78 or send your CV to [vicky@watsonandassociates.be](mailto:vicky@watsonandassociates.be)

We are looking forward to talking to you about your career ambitions.

Please note that this position is exclusively managed by Watson & Associates, and only applications submitted through Watson & Associates will be considered. We kindly request that other agencies refrain from sending unsolicited applications out of respect for their candidate networks, as all candidates deserve a fair chance in this process. We appreciate your understanding and cooperation in ensuring a fair recruitment process. If you are interested in collaborating with us for this role, please feel free to reach out to us.