Job Description and Recruiting Profile

Robert Bosch México Sistemas Automotrices, S.A. de C.V.

<u>General Data</u>	
Position Name (SAP)	Lean Navigator
Acronym	QueP/COR
Target Manager	Oscar Priego
Disciplinary Manager	Oscar Priego
Legal Entity (home site)	BSMX - Robert Bosch México Sistemas Automotrices S.
ocation (host site)	QueP
Career Band	E4
GB	M-Mobility Solutions (BBM)

General responsibility (overview)

The Lean Navigator is responsible for guiding and supporting the implementation of lean principles and practices within an organization. They will work closely with cross-functional teams to identify opportunities for process improvement, eliminate waste, and drive continuous improvement initiatives. The Lean Navigator will also provide training and coaching to employees at all levels to ensure the successful adoption of lean methodologies.

Responsibility scope

Domestic Local

One site or legal entity

Spe _{Type}	ecific responsibilitio	es and tasks (SMART) Activity	%
1	Collaborate	Collaborate with cross-functional teams to identify and prioritize areas for process improvement and waste reduction.	13%
2	Lead	Lead and facilitate lean workshops, value stream mapping exercises, and Kaizen events to drive continuous improvement.	13%
3	Provide	Provide guidance and support to teams in implementing lean tools and techniques, such as 5S, standard work, visual management, and problem-solving methodologies.	13%
	Develop	Develop and deliver training programs to educate employees on lean principles and practices.	13%
5	Coach	Coach and mentor employees at all levels to foster a culture of continuous improvement and lean thinking.	13%
5	Monitor	Monitor and track key performance indicators to measure the impact of lean initiatives and identify opportunities for further improvement.	13%
,	Collaborate	Collaborate with leadership to develop and implement lean strategies and initiatives that align with the organization's goals and objectives.	13%
3	Act	Act as a change agent to drive cultural transformation and promote a lean mindset throughout the organization.	13%
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			<u>100%</u>

It acts as the link between production capabilities and market demand, overseeing activities such as customer acquisition and retention, contract negotiation, demand forecasting, and project management. By aligning with supply chain operations and analyzing market and financial performance, the team ensures on-time delivery, profitability, and a competitive market position, while fostering strong partnerships with customers and stakeholders.

Type of Position

Professional Career Band (P)

Work is primarily achieved by an individual or through project teams, with emphasis on technical/discipline knowledge rather than managing people. Requires the application of expertise in professional area(s) to achieve results. Progression within the Career Band reflects increasing depth of professional knowledge, project management and ability to influence others. Entry-level jobs within the Professional Career Band typically require a university degree or equivalent work experience that provides knowledge of and exposure to fundamental theories, principles and practices

Leadership

Responsibility		Team Member	
		Individual contril	utor, no direct responsibility for leading others
Reports		0	Orgchart
Nivel/N4	DO	0	
	DNO	0	
E2/E4		0	
SL+			

			- I II
Commun	cation	and	Relations

Internal relations	Yes			
External relations	Clients Yes	Suppliers Yes		
Communication Nature	Manage communications of areat importance having long-term, strategic implications for the whole			
Negotiate LongTerm	organization			
Communication Frequency				
Continuous	All the time			

Innovation responsibility			
Responsibility Improve	Change significantly by enhancing entire existing processes, systems or products		
Complexity Multi-dimensional	Problems and issues are truly multidimensional. requiring end-to-end solutions with direct impact on all three dimensions - Operational, Financial and Human		

Knowledge and Educational Background (Desirable profile)

Knowledge	Broad Practical Experience / Fu	nctional		
	Broad and substantive manager organization as having paramou		across several line and support functions or busin proader discipline/area of study	esses, or recognized outside the
Education	Bachelor Degree		Profesional Experience (years) 5 years
Langu	uages Requirement	Proficiency	Behc	iviors

Spanish	Mandatory	Can understand with ease virtually everything heard or read. Can summarise information from different spoken and written sources, reconstructing arguments and accounts in a coherent presentation. Can express him/herself spontaneously, very fluently and precisely, differentiating finer shades of meaning even in more complex situations.
English	Mandatory	Can understand the main ideas of complex text on both concrete and abstract topics, including technical discussions in his/her field of specialisation. Can interact with a degree of fluency and spontaneity that makes regular interaction with native speakers quite possible without strain for either party. Can produce clear, detailed text on a wide range of subjects and explain a viewpoint on a topical issue giving the advantages and disadvantages of various options.

	Specific Certifications	Details
1		
2		
3		
4		
5		

_	Key technical competencies	Level
1	Bachelor's degree in business, engineering, or a related field	100%
2	Experience leading and implementing lean initiatives in a manufacturing or service environment	100%
3	Proficiency in lean tools and methodologies, such as value stream mapping, 5S, Kanban and Kaizen	100%
4		
5		
6		
7		
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10		

Key competencies and skills (soft)	Level
Strong facilitation and coaching skills with the ability to influence and motivate teams	100%
Excellent problem-solving and analytical skills	100%
Effective communication and interpersonal skills	100%

Work conditions

Work Enviroment	Task are carried out mainly in factories or plants in which there are some unpleasant aspects such as noise, smoke, dust, heat, etc.
Physical effort	Need to walk or stand alternates with the opportunity to sit.
Authority	Empower to stop a process that puts the quality of our products at risk

Authorizations

With this signature, I declare that I know the content of the job description, I also agree that:

This format describes the position and not the person.
 This information is confidential and I cannot duplicate, transmit or provide to third parties.

3. Text in this document may contain language bias towards man. However, all statements refer to both women and men.

Position evaluation Image: Control of Cont	Manager/ Director	HRBP Created by			
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 Demonstratesproject management skills including planning, prioritizing, monitoring, budgeting, coordinating, and change and risk management Technicalprocess expertise/owner within and across functions Implements business or strategic plans for assigned area Solves problems across functions, and modifies and improvesstandard techniques 		• Advanced knowledge of specialized field (generally associated with 5 or more years of experience in relevant function)			
Knowledge and Experience Technical process expertise/owner within and across functions Implements business or strategic plans for assigned area Solves problems across functions, and modifies and improvesstandard techniques					
 Implements business or strategic plans for assigned area Solves problems across functions, and modifies and improvesstandard techniques 	Knowledge and Experience				
	Knowledge und Expellence	►Implements business or strategic plans for assigned area			

HRBP

Change Traker				
Version	Change Description	Date	Signed by	
1	Inicial			
2				
3				