

PR/161378 | Senior Manager, NPI Process Engineering & Automation

Job Information

Recruiter
JAC Recruitment Malaysia

Job ID
1623357

Industry
Business Consulting

Job Type
Permanent Full-time

Location
Malaysia

Salary
Negotiable, based on experience

Refreshed
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General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
None

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

A leading global medical technology company headquartered in Europe is expanding its R&D organization in Penang and is seeking an experienced Senior Manager, NPI Process Engineering & Automation to lead the development, industrialization, and implementation of manufacturing processes, equipment, and automation solutions for new product introductions (NPI). This is a strategic leadership role responsible for managing a multidisciplinary team of Process Engineers, Automation Engineers, and Equipment Engineers. You will play a key role in ensuring successful product industrialization and the transition of new products from R&D into scalable, efficient, and high-quality manufacturing operations.
Working closely with global R&D, manufacturing, quality, supply chain teams, and external partners, you will drive manufacturing innovation, advance automation capabilities, and ensure production readiness across global manufacturing sites.

Key Responsibilities:

- Engineering Leadership & Team Management
    - Lead, develop, and mentor a multidisciplinary team of Process, Automation, and Equipment Engineers.

- Establish team priorities, performance objectives, resource planning, and technical development initiatives.
- Build engineering capabilities through coaching, succession planning, and continuous learning.
- Foster a culture of innovation, collaboration, accountability, and continuous improvement.

- New Product Introduction & Process Industrialization
  - Lead manufacturing process development from product concept through commercialization.
  - Ensure manufacturing processes are robust, repeatable, scalable, and suitable for high-volume production.
  - Drive Design for Manufacturing (DFM), Design for Assembly (DFA), and Design for Automation (DFA) initiatives in collaboration with R&D.
  - Identify and mitigate manufacturing risks during product development.
  - Ensure successful industrialization and production readiness of new products.
- Equipment Development & Automation
  - Lead the specification, development, procurement, qualification, and implementation of manufacturing equipment and automation systems.
  - Drive automation strategies aligned with product requirements and business objectives.
  - Work closely with internal engineering teams and external suppliers to develop innovative manufacturing solutions.
  - Oversee equipment qualification, machine acceptance, and production performance.
  - Explore opportunities to improve manufacturing efficiency through robotics, machine vision, and advanced automation technologies.
- Manufacturing Technology & Innovation
  - Identify and implement advanced manufacturing technologies to improve productivity, quality, and cost efficiency.
  - Lead technology assessments, feasibility studies, and proof-of-concept initiatives.
  - Develop manufacturing technology roadmaps to support future product platforms.
  - Benchmark industry best practices and emerging manufacturing technologies.
  - Drive digital manufacturing and Industry 4.0 initiatives.
- Project & Stakeholder Management
  - Provide technical leadership across multiple NPI projects.
  - Ensure engineering deliverables meet project timelines, quality standards, and cost objectives.
  - Manage engineering resources, project risks, and technical challenges.
  - Collaborate with global R&D, Operations, Quality, Regulatory Affairs, Supply Chain, Procurement, and manufacturing teams.
  - Support manufacturing transfers between global production sites and contract manufacturing partners.
- Quality & Regulatory Compliance
  - Ensure engineering processes comply with applicable medical device regulations and quality management systems.
  - Oversee process validation, equipment qualification, and manufacturing readiness activities.
  - Drive compliance with relevant industry standards and internal procedures.
  - Promote continuous improvement in engineering standards, processes, and documentation.

Key Requirements:

- Bachelor's or Master's Degree in Mechanical Engineering, Manufacturing Engineering, Industrial Engineering, Automation Engineering, Mechatronics, or a related discipline.
- Minimum 10 years of experience in R&D, manufacturing engineering, process engineering, automation, or NPI.
- At least 5 years of engineering leadership experience, managing and developing technical teams.
- Proven experience in manufacturing industrialization and NPI, preferably involving complex medical devices, electromechanical products, electronics, or other high-volume manufacturing environments.
- Strong track record in leading automation, equipment development, and manufacturing process improvement projects.
- Experience working in regulated industries such as medical devices, pharmaceuticals, life sciences, or electronics.
- Experience collaborating with global engineering teams, suppliers, and manufacturing sites.
- Strong leadership, project management, problem-solving, and stakeholder management capabilities.
- Excellent communication skills with the ability to influence and collaborate across different functions and geographical locations.

Added Advantages

- Candidates with the following experience will be highly regarded:
    - Experience in disposable medical devices and automated assembly processes.
    - Knowledge of IQ/OQ/PQ, process validation, FDA requirements, ISO 13485, and GMP.
    - Hands-on exposure to robotics, machine vision, digital manufacturing, and Industry 4.0 technologies.
    - Experience leading global manufacturing transfers and production scale-up initiatives.

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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