



## Head of Research and Development (f/m)

COBI is looking for a top tier Head of R&D / Electromechanical Product Development to lead the global line of our Business Research and Development electromechanical activity, providing sustainable business growth through new core technologies and industrial design according to corporate strategy and business objectives.

What connects us is a passion for cycling, digital technology and good design as well as the desire to try out new things and always question the status quo. We want to make a difference and put ourselves at the forefront of a new movement.

COBI has established a brand new market segment, of which we are the leader. Our partners value this and want to take advantage of this. All of our marketing activities are aimed at making COBI touchable and tangible. We scrutinize every action to ensure that it delivers the COBI experience – whether by trying it out, listening to experiences from others or from a trusted partner. The user, rather than technology, is our key priority.

The ideal candidate will have a great passion for COBI and execute all activities with respect to the COBI brand strategy.

Position is located in Frankfurt/Main, Germany.

### **Responsibilities:**

- To take overall responsibility for the Cobi Business Research and Development activities including Life Cycle Management
- To initiate, design and direct research and development programs that will improve the products and process in the COBI organization, and identify new products and process; to manage and strategically control the overall New Product Development Program -Portfolio ( 5 year plan ) to ensure that the development process is carried out effectively and a strong Innovation pipeline is enabled / secured; to ensure that the research and development function adheres to best practice in the marketplace; to oversee training and development initiatives for R&D employees; to ensure that Cobi can attract the brightest R&D employees in all new identified areas of R&D.
- Plan and formulate aspects of research and development proposals FEI = Front End Innovation, such as objective or purpose of a project, applications that can be utilized from findings, cost of project and/or equipment and human resource requirements. Encourage a strong creativity mindset culture in the organization.
- Approve and submit proposals considered feasible to management for consideration and allocation of funds, or allocate funds from the approved department budget
- Develop scorecards, methods and procedures for monitoring projects, such as preparation of records of expenditures and research findings, progress reports and staff conferences

- Lead an organization of 4-6 Research & Development Engineers. Recruit, hire and train department staff, evaluate staff performance, develop goals and objectives for staff
- Negotiate contracts with consulting firms / Universities to perform research studies
- Develop overall Intellectual property / Patent strategy (Freedom to practice vs. Protection)
- To oversee and steer the following main functions: Leading laboratory team, Mechanical Designers, Electronic Engineers, Approbation Engineers, Quality Engineers and Consumer Research group
- Strive for deep scientific consumer understanding for the categories
- Identify and implement improvements to processes, techniques and methodologies as applicable e.g. DFMEA (Design Failure Mode & Effect Analysis),
- Build and/or modify product prototypes and proceed with testing
- Prepare analysis of competitor products
- Oversee the handling and maintenance of complex measurement equipment
- Perform tests according to international standards or company standards
- Coordinate the development of test equipment for laboratory use and for production use
- Perform validation of test methods
- Perform temperature, power and other physical measurements ,EMC (electro magnetically comparability ) measurements, high voltage tests, noise tests etc.
- Create independent compilation of test reports / documentation
- Evaluate performance, safety, usability, ergonomics and quality of test samples
- Prepare presentation of results to management
- Interact with internal and external engineering team members e.g., project leaders, approbation engineers, electronic engineers, marketing, suppliers etc. and Management

### **Qualifications**

- Master Degree in an engineering discipline (electronic, mechatronic or mechanical engineering) or comparable technical degree

### **Experience**

- Very good German and English, spoken and written
- Minimum 10 years of engineering experience in the area of electro mechanical device development and testing. Ideally within Small Appliance / Consumer Products / Automotive Industry with mass volume manufacturing experience
- Minimum 5 years of experience in leading technical organizations or larger teams
- International experience (in terms of capability to work in multicultural environments) and experience with OEMs/ external manufacturers in Asia and other countries
- Proven track record of new product development and successful market introduction

### **Desired Technical / Business Experience**

- Solid knowledge of electromechanic devices
- Solid knowledge of Materials used in SDA Small Domestic Appliances (Plastic, Metals, etc.)
- Solid knowledge in mass volume manufacturing methods Plastic Injection Molding, Mold Design, Electronic, Battery Technologies, Metalforming, Deepdrawing, Grinding-Polishing technologies, Welding Technologies (Laser / Ultrasonic, Friction-/Mirrorwelding etc.), Glueing Technologies, Surface Technologies (Lacquering, Coating, Galvanizing, Eloxal, Printing, Padprinting/ Foilstamping, Inmold labeling,etc.), Assembly methods, Test &

Instrumentation; Machine & Equipment Design, Heating Element Design, Quality methods, Mold & Assembly Simulation.

- Good knowledge of business administration and value engineering / design to cost
- Craftsmanship
- Practical experience in interpreting Computer Aided Design models together with mechanical engineering
- Knowledge of consumer goods standards and specifications
- Capability to transfer consumer requirements into laboratory tasks
- Knowledge and practical experience in interpreting international standards
- Ability to solve electrical and mechanical issues in test equipment
- Software proficiency: Competent in use of proprietary 2D and 3D design software or schematic capture MathCAD, LabView, PRO-E, Catia, Unigraphics, FEM Computer modelling and PCB layout. Excel, Word, Power Point.
- Experience with Asian & Eastern European suppliers preferable.
- Lifecycle management / Changing and adapting current product in production

#### **Desired Personal Strengths**

- High performance entrepreneurship orientation / High learning capability
- Excellent leadership skills / motivating / good communicator
- Pragmatic
- Strategic, analytical, creative and abstract thinker
- Accurate and quality focussed
- Disciplined team worker / cross functional thinker
- Ability to work across multiple projects despite potential changing circumstances
- Excellent presentation skills, convincing manner
- Ability to communicate effectively and professionally to convey ideas and opinions to both technical and non-technical colleagues
- Ability to quickly make complex facts clear and easily understandable
- Ability to collaborate and work effectively with team members from all areas of the business
- Regular global travel to visit suppliers as necessary to support key stages of product development.
- Languages: German (Fluent mandatory), English (Fluent preferable / mandatory)

Interested? Please find out more about us on [www.cobi.bike](http://www.cobi.bike) and get in touch with Jana Wardag (jobs@cobi.bike).