

A good job is not hardie to find.

Become part of the James Hardie Europe GmbH success story. **Your Partner in Growth.**

We are the global market leader in fiber gypsum and fiber cement solutions with the fermacell® and James Hardie brands. With our ground-breaking innovations we change the way Europe builds. We are setting new standards in areas such as lean manufacturing, demand creation and implementing our push-pull strategy. Every day, our fantastic team combines the creative spirit of a start-up with the power of a global market leader.

We specifically promote the personal and professional development of our employees - through individual training and exciting projects. It's not just the company that grows with us, but also each individual in the team.

To strengthen our team, we are looking for a

S&OP Regional Manager - Europe

in **fulltime** and **permanent** for our European Headquarters in **Düsseldorf**. We offer a hybrid workplace model (3 days office/2 days remote).

Your tasks

- **Lead the full S&OP cycle with clarity and structure:** Own and run the end-to-end S&OP process, ensuring reliable demand and supply alignment, proactive risk management, and transparent communication across all levels of the organization.
- **Drive planning excellence across demand, supply, and inventory:** Guide Demand Reviews, orchestrate Supply Readiness, ensure network planning coherence, and enable smooth execution by translating plans into clear operational actions.
- **Enable decisions through insights and visibility:** Prepare and lead Executive S&OP discussions, highlight constraints and opportunities, and provide decision-ready analysis that empowers leadership and stakeholders.
- **Build, develop, and elevate the S&OP team:** Act as a people-first leader: develop capabilities, foster a high-performance and inclusive team culture, drive continuous improvement in processes and tools, and grow competencies for the future.

You are...

- **smart?** You bring more than 10 years of professional experience in S&OP, Supply Planning, or Demand / Business Planning and demonstrate a strong end-to-end understanding of planning processes. In addition, you have at least 5 years of leadership experience, ideally gained in complex, fast-moving, and high-performance environments. You work hands-on with advanced planning systems such as SAP IBP, SAP APO, or comparable tools and have solid experience in network planning and optimization. Strong analytical and numerical skills, along with advanced Excel proficiency (as a supporting tool), round out your technical profile. You are fluent in both German and English.
- **driven?** Standing still is not an option for you. With your proactive, solution-oriented mindset, you navigate ambiguity with confidence and remain effective even under pressure. You think ahead, challenge the status quo, and continuously identify opportunities to improve processes, tools, and ways of working. Your hands-on approach and resilience enable you to turn complexity into progress.
- **real?** You engage internal and external stakeholders alike through clear, structured, and respectful communication. You collaborate effectively across functions such as Commercial, Operations, and Customer Service and are skilled at aligning diverse perspectives. Your authentic leadership presence, emotional intelligence, and ability to maintain clarity in challenging situations make you a trusted and valued partner across the organization.

You don't meet all above mentioned criteria? Be brave and apply anyway! We offer a wide range of further training and are willing to develop you into the role, if necessary!

What we offer

- **Flexible working hours** and the option to work remotely to support an optimal work-life balance.
- **Comprehensive support for families** through the pme-family-service (advice, support in finding a nursery place and much more).
- **Targeted training programs** to support your development (Individual Development Plans, JH Academy, Master Plan, Employers for Equality, Women's Initiative Network), as well as numerous "Grow Events".
- **Comprehensive health offerings** (Healthy Hardie to promote physical and mental health), including company supplementary health insurance and access to fitness programs.
- **Attractive compensation model**, as well as various benefits (such as BAV, Job Bike, Job Ticket).
- **30 vacation days**.

Curious?

Then become part of James Hardie. We are only strong together as a team. Diverse employees drive innovation and growth. We are interested in what people think, regardless of culture, background, personal belief or physical disabilities. We are looking forward to getting in touch with you.

To make the process as fair as possible, we support anonymous applications without pictures, gender or date of birth. All we need for your application is a CV and your notice period. If you wish, you can also enclose certificates or other documents with your application.

Apply now!

Contact



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