

**HITACHI**

Reliable Solutions

---

General Manager IT

---

Function profile



## GENERAL MANAGER IT

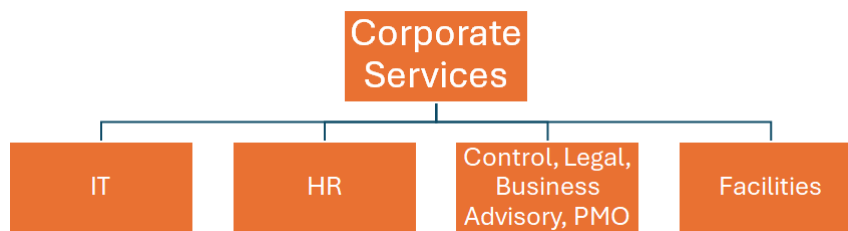
Hitachi Construction Machinery Europe (HCME), the only manufacturer of earth-moving machines in the Netherlands with a factory, is looking for a strong, connecting, and guiding General Manager IT. An inspirational leader, with a sharp vision on how to unlock the power of technology to drive operational excellence, efficient business growth and innovation. You will be instrumental in translating HCME’s business strategy into a comprehensive IT strategy, thereby generating significant value from a technology standpoint. Someone who is passionate about making a tangible impact within a dynamic international setting, facing substantial challenges but also abundant opportunities for growth and new initiatives.

## CAUSE

The role of General Manager IT is now filled on an interim basis. Given the strategic importance of this role, HCME aims to promptly onboard a visionary leader to establish a long-term technology roadmap aligned with HCME's strategic and transformational goals.

## IT WITHIN HCME

From an organizational point of view, IT falls within the Corporate Services Division. This division further consists of the units HR, Control/ Legal/ Business Advisory/ PMO and Facilities.



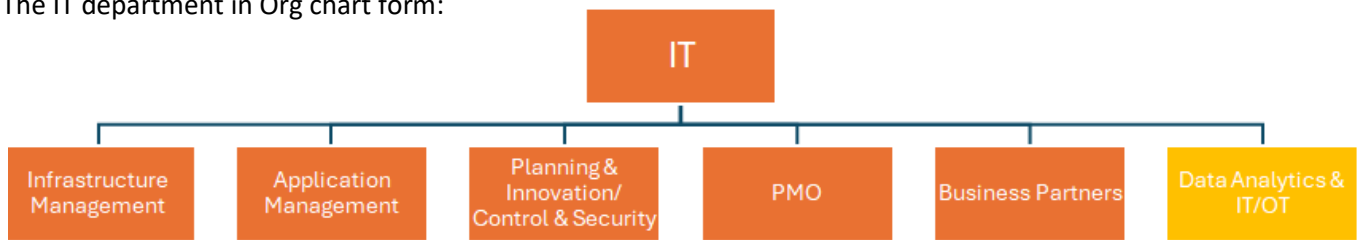
The IT department has undergone several interesting developments in recent years. For example, the selection of a new SAP system, improved capabilities in the field of IT Security, and strengthened Governance. Your leadership will be key in elevating HCME’s IT capabilities to new heights.

## YOUR TEAM

The department consists of the following 5 teams. The total headcount at this moment is around 20 FTE internal, plus externals, a.o. for project work.

1. Infrastructure Management, managing infrastructure related topics;
2. Application Management, responsible for running and changing the IT systems in use;
3. Planning & Innovation/ Control & Security, to improve quality levels, as well as compliance with J-SOX good practices, guidelines, and legislation;
4. PMO, responsible for the guidance, documentation and metrics related to executing projects;
5. Business Partners, for a full alignment with the most relevant Business Partners;
6. Data Analytics & IT/OT, a dotted line with the Business, to fully support the business initiatives on Data and IT/OT.

The IT department in Org chart form:



### YOUR ROLE

As General Manager IT, you are responsible for crafting and executing the IT strategy and supporting the (digital) transformation journey of HCME. You represent IT in all its facets. Your role involves a forward-looking perspective on emerging IT trends that could benefit HCME's organization. As a figurehead and servant leader, you will foster collaboration across different international organizational units to ensure seamless coordination and alignment. Your ability to maintain focus, make decisive choices, and motivate the team is crucial. This entails effective communication and a commitment to the development and support of both your team and business stakeholders within HCME. Your role demands a balance between being a unifier and being results-driven, with a knack for strategic thinking and pragmatic execution. You will articulate a vision and seamlessly bridge strategy with operational realities.

Although business data (content) is a business responsibility the underlying platform and its solutions area fully supported by IT hence are the responsibility of the General Manager IT.

You report to the VP Corporate Services. The position will be preferably based in Amsterdam, Netherlands and there will be minimal travel requirement (<20%).

The following 3 Result Areas are defined:

1. IT Management (in general)
2. IT Transformation projects
3. Governance, IT Security and Compliance (for the European region)

More in detail, your tasks, and responsibilities are as follows:

#### *IT Management (in general)*

- Responsible for the IT department providing services to all business of HCME in the area of IT including but not limited to Workplace, ERP, infrastructure, IoT, AI, and business application management;
- Translates HCME business strategy into IT strategy & IT roadmap setting priorities for coming years & defines IT strategy in accordance with global IT strategy, manages OPEX-, CAPEX budget, headcount, and external suppliers' cost;
- Support the creation of IT and non-IT business cases, ensuring these are presented to executive management creates plans of action and leads continuous improvement;
- Builds, guides, and develops the HCME IT, ERP and Innovation teams;
- Leads or supports complex Infra, ERP, transitions & M&A projects;
- Builds and maintains relations with senior leaders within the organization, the global DX team, and external suppliers;
- Performs benchmarks, tenders, and transition of services if and whenever required;
- Create, review, and improve IT processes & policies, e.g., implement and reinforce ITIL/ASP;
- Lead the escalation process in case of priority 1 and 2 incidents, substantial changes e.g., during business impact, shutdown periods, architectural designs, VIP support, security incidents, etc.;
- Cover service gaps to ensure a high quality and responsive service provision to business.
- Create and maintain documentation, standards, procedures manual and IT e-learnings.

### **IT Transformation projects**

- Collaborates with business leaders to create positive business cases;
- Support business leaders on the prioritization of business initiatives and work with Portfolio Management on the order and alignment of programs and projects.

### **Governance, IT Security and Compliance (for the European region)**

- Ensure IT security and compliance in the EU region for HCME and subsidiary companies based on standards, such as J-SOX / ISO9001 / ISO14001 / ISO27001 and HCME DX (security) policies;
- Mentor and collaborate with local IT managers in order to drive improvement;
- Reports to HCME DX IT security as applicable issues based on IT security policies and GDPR;
- Performance of IT compliance activities and management processes; license management, ISO, and IT security checks (on outsourced services);
- Escalates to the respective management board issues and provides proposals on how to improve.

### **WHY TO APPLY FOR THIS JOB?**

- HCME is in the middle of a transformation; that means a positive vibe, a lot of drive and energy, and a lot to do. If you want to create impact and add value, this is the place to be!
- You will work in an international setting, with opportunities for career growth and advancement within a global organization;
- Hitachi is an internationally known and respected brand;
- HCME's culture is one of 'can do', 'make a difference', and 'change minded';
- Access to continuous learning and development programs;
- A collaborative and inclusive culture that values diversity and innovation;
- HCME is offering you an excellent package of employment conditions.

### **REQUIRED KNOWLEDGE AND COMPETENCES**

HCME is looking for a seasoned, people-oriented General Manager IT who will take IT to an even higher level in an inspiring and motivating manner. Someone who is used to building and maintaining relationships at all levels within a complex organization. The sought candidate has the following knowledge, background, and experience:

- A demonstrable academic working and thinking level, for example through a completed study in the field of IT, or Business Administration;
- A track record as General Manager IT, preferably within a comparable sector;
- Experience in working in a multi-cultural/ international enterprise environment with internal/ outsourced parties;
- Experience in translating the business strategy into an IT-strategy that contributes to organizational success;
- Experience in demonstrating the added value of developments within IT for achieving business objectives;
- A strong external network (vendors, consultants, strategic partners);
- Experience with working under architecture and ensuring that the organization works under architecture;
- Knowledge of themes such as XaaS, ERP, Sourcing/ Third Party (Risk) Management, SAP, O365, DevOps and Cloud;
- Knowledge of portfolio management and project management methods;
- Experience in working in;
- Excellent verbal and written communication skills in English & Dutch, other European language is a plus;

In addition, you also have the following competencies:

- You quickly become familiar with a complex environment, where policy and frameworks apply;
- You are a visionary and know how to initiate change and how to involve stakeholders;
- You are a connector, both on content and between people;

- You have great collaboration skills, with the ability to collaborate effectively with stakeholders at all levels;
- You have experience of leading teams and know the latest developments in the field.
- You have a business approach with a human touch and respect for authenticity;
- You have an initiative-taking 'hands-on', 'can do' mentality to achieve common goals;
- You have a strong personality, taking ownership is something very natural for you;
- You show interpersonal and servant leadership skills (lead by example');
- You are effective in adopting strategies;
- You serve multiple interests and use the necessary managerial and organizational sensitivity, pragmatism, integrity, and empathy;
- You inspire, motivate, and facilitate team members. You care about people and support them all the way.

### EMPLOYMENT CONDITIONS

HCME offers you a challenging position in a great international company, in which you can make a significant impact. You will work in a versatile environment, with an open and modern culture, a good working atmosphere where colleagues work closely together, stimulate, and support each other. In addition to the above, you can count on:

- A fixed term contract followed by an indefinite contract for 40 hours per week, based on the Metalektro CLA;
- A gross annual salary range between €130K - €175K (holiday allowance included) depending on relevant work experience and background;
- Performance-based incentives;
- A lease car;
- 27 holidays and the ability to buy 6 extra days per year;
- 13 schedule-free days;
- Hybrid working policy to support work-life balance;
- An excellent collective pension scheme, with the premium being paid primarily by HCME;
- A Comprehensive benefits package including health insurance, retirement plans, and more;
- Access to a laptop and a mobile phone.

### ABOUT HCME

Hitachi Construction Machinery Europe is a leader in technology and innovation, committed to delivering innovative solutions across various industries. With a rich history and a forward-looking approach, we aim to address global challenges through our advanced technologies and services.

At Hitachi you will work together in a multidisciplinary team. We like to go the extra mile for good result and high quality. This results in solutions that make the difference and result in satisfied clients and happy end-users. For this, we are looking for top performing people with a passion for IT and technology with good communicative and analytical skills.



## PROCEDURE

- We would like to receive your application (motivation letter plus CV in English) as soon as possible. You are asked to apply via our website.
- Based on the letter and CV selection, candidates will be invited to an orientation interview at Xtra Mile Recruitment in Schiphol-Rijk, or at a public location where you would like to meet us.
- The most suitable candidates will then be presented to the VP Corporate Services and the current General Manager IT, who will determine who they want to meet (1st interview).
- If that conversation goes well, the employment conditions will be discussed with the VP Corporate Services;
- When you come to an agreement about the conditions, a 2nd conversation will take place with the CEO and one of your future Business Stakeholders.
- If that conversation also goes well, you are assigned to give a presentation on an IT related topic to the Board of Directors.
- If you are both still enthusiastic, the contract will be drawn up for you to sign after your approval.

HCME is looking for unique talent. This means that this procedure can be adjusted where necessary, so that every individual feels invited to apply for a job at HCME. References for the final candidates can be checked. Please note that a half-day online assessment is part of this procedure.

## APPLY AND PLANNING

Are you that strong, connecting General Manager IT with drive and passion to take everything related to IT and the Business within HCME to a higher level? Do you want to turn the IT department into a driving force to strengthen the success of HCME? And do you have the knowledge, skills, and personal leadership to make this happen in practice? Then we would like to receive your application as soon as possible. You will receive a response from us within the same working day whether we invite you for an orientation interview.

## DO YOU WANT TO KNOW MORE ABOUT THIS VACANCY?

Please feel free to contact Kees Slegt, Managing Partner Xtra Mile Recruitment. Kees can be reached on 06 – 2292 0151, or by e-mail: [kees@xtramilerecruitment.nl](mailto:kees@xtramilerecruitment.nl)