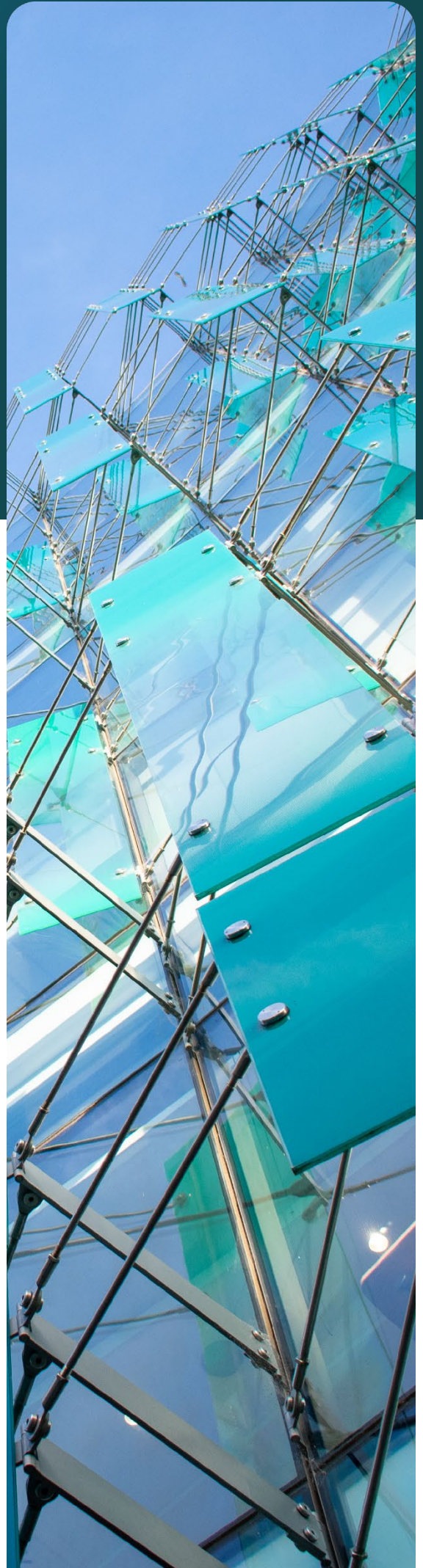




Enatel Limited | Global Director of Operations

Position Description and Additional Information

12 August 2026



Position Description

Position: Global Director of Operations

Department: Operations

Reports to: General Manager

Direct Reports: 7

Location: Christchurch, New Zealand

Role Purpose	The Global Director of Operations is accountable for leading Enatel's global operations across the end-to-end manufacturing value chain, including planning, procurement, manufacturing, supply chain, quality, distribution, health and safety, and continuous improvement. This role shapes and delivers a scalable global operating model that improves performance, supports growth, and strengthens resilience. It requires a commercially minded, technology-savvy leader who can use Industry 4.0, digital systems, data, automation, and process discipline to lift efficiency, visibility, and decision-making. As a core member of the Executive Leadership Team, the role ensures operations can support commercial growth, innovation, and international expansion through strong execution, disciplined leadership, and best-practice operational capability.
Key Success Outcomes	• A clear global operations strategy is in place and translating into scalable growth, stronger resilience, and improved execution. • Operational performance improves across safety, quality, delivery, cost, inventory, and productivity. • Digital and Industry 4.0 initiatives deliver practical gains in efficiency, visibility, planning, and decision-making. • Supply chain, quality, and health and safety disciplines are robust, embedded, and consistently well led across regions. • Major transformation and growth initiatives are delivered with measurable business impact.
Key Internal Relationships	• General Manager • Executive Leadership Team • Senior Leadership Team • Engineering • Product Management • Sales • Finance • Operations leadership across manufacturing, procurement, planning, supply chain, quality, health and safety, and distribution • IT
Key External Relationships	• Key customers and strategic partners • Suppliers, contract manufacturers, and logistics providers • Technology, automation, and systems partners • Quality, certification, regulatory, and audit bodies

- Health, safety, and environmental advisers and authorities as required

Key Requirements

Accountability Area	Desired Outcome/Achievement Indicators
Business Strategy and Planning	• Owns the development and execution of the global operations strategy across the full manufacturing value chain, aligned to business strategy and growth objectives. • Defines the global operating model, including manufacturing footprint, supply chain architecture, inventory strategy, sourcing approach, and distribution capability. • Leads integrated business planning, S&OP / SIOP, capacity planning, and scenario modelling to support demand, resilience, and profitable growth. • Translates strategy into clear operational priorities, performance measures, investment roadmaps, and execution plans.
Business Performance	• Accountable for global operational performance across safety, quality, delivery, inventory, cost, productivity, and customer outcomes. • Ensures best-practice manufacturing, procurement, planning, logistics, and fulfilment disciplines are in place and consistently executed. • Drives operational excellence, lean systems, and continuous improvement to improve throughput, working capital, asset utilisation, and service performance. • Oversees global supply chain performance, supplier effectiveness, and end-to-end flow from source to customer delivery.
Global Transformation & Growth	• Leads major transformation programmes including ERP, MES, planning systems, automation, and operating model redesign. • Uses Industry 4.0, data, analytics, automation, and connected systems to create measurable efficiency, visibility, quality, and decision-making improvements. • Builds a scalable digital operations roadmap that supports growth, resilience, standardisation, and improved customer performance across regions. • Partners with commercial and product leaders to support new market entry, product launches, make-versus-buy decisions, and network optimisation.
Risk Management	• Owns enterprise-wide operational risk management, including supply continuity, geopolitical and supplier risk, business continuity, and resilience planning. • Ensures robust governance across quality, regulatory compliance, product integrity, and health, safety, and environmental obligations.

	Champions a proactive risk culture using data, controls, audits, and preventive action to reduce operational disruption and non-conformance.
People Leadership	- Builds and leads a high-performing global operations leadership team across manufacturing, supply chain, quality, and health and safety. - Creates clear accountability, capability uplift, and succession depth to support scale, transformation, and sustained performance. - Leads through change, bringing teams with them and embedding a culture of continuous improvement, discipline, safety, and innovation.
Relationship Management	- Works closely with executive and functional leaders to align operational capability with commercial priorities, product strategy, and business performance goals. - Builds strong, credible relationships with key suppliers, partners, and customers to improve resilience, quality, service, and long-term value creation. - Represents operations as a strategic business partner, influencing decisions through insight, data, and a clear understanding of operational trade-offs and opportunity.

Other duties:

- Contributes to business priorities beyond core functional scope as part of the Senior Leadership Team.
- Models Enatel values and leadership expectations in decision-making, communication, and delivery.
- Undertakes other responsibilities reasonably required for a role of this scope.

Health & Safety:

- Provides visible leadership for health and safety, ensuring strong governance, legal compliance, and risk management across operations.
- Ensures leaders are accountable for maintaining safe systems of work and a culture of proactive risk management.

Environmental:

Enatel is committed to minimising the environmental impact of our operations and products.

- Ensures environmental responsibilities, policies, and management system requirements are understood and effectively implemented across operations.
- Supports compliance with Enatel's certified management systems, including ISO 14001:2015 and ISO 45001.
- Demonstrates leadership commitment to environmental and health and safety management obligations.
- Refer ISO 14001 Cl 5 and ISO 45001 for more information.

Person Specification:

	Essential	Desirable
Competencies	- Enterprise Thinking – connects operational decisions to business strategy, growth, customer outcomes, and long-term value creation. - Digital and Systems Fluency – understands how to use data, technology, automation, and connected systems to improve performance and enable better decisions.	

	• Operational Excellence – creates disciplined, scalable ways of working that improve safety, quality, delivery, cost, and productivity. • Change Leadership – leads transformation with clarity and pace, brings people with them, and turns strategy into sustained execution. • Commercial Judgement – makes balanced decisions that reflect customer needs, operational trade-offs, investment priorities, and business performance. • Leadership Through Others – builds strong leaders, creates accountability, and lifts capability across teams, functions, and regions. • Stakeholder Influence – builds credibility quickly, works effectively across functions, and influences decisions through insight, judgement, and trust. • Integrity and Accountability – leads with consistency, sound judgement, and personal accountability, particularly in complex or high-stakes situations.	
Skills, Experience & Knowledge	• 15+ years in senior operations leadership across complex manufacturing environments, including multi-site or global responsibility. • Deep end-to-end experience across manufacturing, supply chain, procurement, planning, quality, and health and safety. • Proven track record leading large-scale transformation, operational excellence, and business performance improvement programmes. • Strong digital and systems capability, with experience leveraging ERP, MES, automation, data, and analytics to improve operational performance. • Commercially astute, with experience balancing growth, cost, service, resilience, and investment decisions in a global context.	• Experience in electronics, industrial technology, or regulated manufacturing environments. • Experience leading Industry 4.0, smart factory, or digital manufacturing initiatives at scale. • Previous plant leadership and international supply chain or network design experience.
Qualification / Licenses	• Relevant tertiary qualification in engineering, manufacturing, supply chain, operations, or business.	• Postgraduate qualification in business, operations, engineering, or supply chain. • Formal qualifications or certifications in lean, operational excellence, quality, or health and safety.

Our Process



OUTREACH AND ADVERTISING | Applications close 9 September 2026

Potential candidates identified through targeted search; applications reviewed and responded to.



APPLICANT SCREENING | Late August – Early September

Initial screening of applications as they are received. This may include a discussion with candidates about their motivations for applying. We aim to run a timely and efficient process.



SELECTING AND SHORTLISTING | Early – Mid September

Once the role has closed our team will present the most qualified candidates to the client. Within this period, all applicants will receive notification of the status of their application.



CANDIDATE INTERVIEWS | Mid September

Decipher Group prioritises a robust and consistent interview framework, based on a behavioural and competency-based assessment. Candidates will be advised of the interview structure and who will be present on the panel. All interviewed candidates will receive prompt feedback and will be advised of next steps once we have debriefed with the interview panel.



VETTING AND DUE DILIGENCE | TBC

We conduct thorough background checks and referencing to further assess competencies of preferred candidate/s. Decipher Group utilises a third-party provider for pre-employment and probity checks such as criminal history, qualification, employment history and bankruptcy. Our team will notify you in advance prior to us contacting your referees. Throughout the entire process, candidate confidentiality and privacy remain an absolute priority.



DECISION AND ONBOARDING | TBC

Following a rigorous evaluation, a conditional offer of employment will be made, subject to the completion of the above stage. Our team will communicate regularly with both the client and the successful candidate during this period. At the conclusion of the recruitment process, all remaining candidates will be notified, with the opportunity for feedback.

Global Director of Operations

- Lead Enatel's global operations strategy
- Drive customer-focused manufacturing excellence
- Scale the future of global operations

About the company

Decipher Group is delighted to be partnering with Enatel in their search for a Global Director of Operations. Based in Christchurch, Enatel is a successful New Zealand technology and manufacturing business with an established international presence and ambitious plans for the future.

Designing and manufacturing advanced power electronics solutions for customers around the world, Enatel has strong foundations, an engaged workforce and a genuine commitment to quality, safety and continuous improvement.

As the business expands its international footprint, this is an exciting opportunity to ensure its global operations continue to evolve around the needs of its customers and markets. Interested?

About the role

Reporting to the General Manager and as a core member of the Executive Leadership Team, the Global Director of Operations will lead Enatel's end-to-end operations across manufacturing, planning, procurement, supply chain, quality, distribution, health and safety and continuous improvement.

You'll set the global operations strategy, ensuring Enatel has the capability, systems and operational discipline to deliver for its customers while supporting commercial priorities and future growth.

A key focus of this pivotal role will be to:

- Develop and execute global operations strategy
- Champion customer-focused operational performance
- Further enhance safety, quality, delivery and productivity
- Build scalable, resilient supply chain capability
- Drive lean manufacturing and continuous improvement through digital, automation and Industry 4.0 initiatives
- Add value to planning, inventory and operational disciplines
- Strengthen high-performing global leadership capability
- Deliver major operational transformation programmes

About you

You're an accomplished operations leader with deep manufacturing experience and a track record leading complex, multi-site or international operations.

Commercially astute, you understand the connection between operational performance and customer experience. You combine strategic thinking with the ability to execute, ensuring decisions

made across manufacturing and supply chain ultimately deliver better outcomes for customers and the business.

Your visible leadership capability, relationship building skills, and your energy will be fundamental to your success. You will be equally comfortable at the executive level as you are on the manufacturing floor.

Ideally, you'll bring experience from electronics, industrial technology, engineered products or another complex manufacturing environment.

You'll also bring:

- Significant senior leadership experience in manufacturing that showcases your ability to problem solve, deliver and take your team on a journey
- A pragmatic and genuine approach to relationships at all levels
- End-to-end manufacturing and supply chain expertise
- A strong customer and commercial orientation
- Strong strategic decision-making capability
- Strong ERP, digital and automation capability
- A relevant tertiary qualification

This is a significant career opportunity with an ambitious New Zealand manufacturer operating on the global stage.

Based in Christchurch, New Zealand, you'll also enjoy the benefits of a vibrant, well-connected city in the heart of the South Island.

How to apply

Visit the Decipher Group Opportunities web-page to apply. To discover more about Enatel, visit <https://www.enatel.net/>

For a confidential discussion about the role; contact Lisa Edwards, lisa@deciphergroup.co.nz, mobile: 021 240 4410

Applications close: 9th September 2026.



Lisa Edwards
Senior Business Partner
Decipher Group

Relationship focused
Evaluative
Interested
Driven

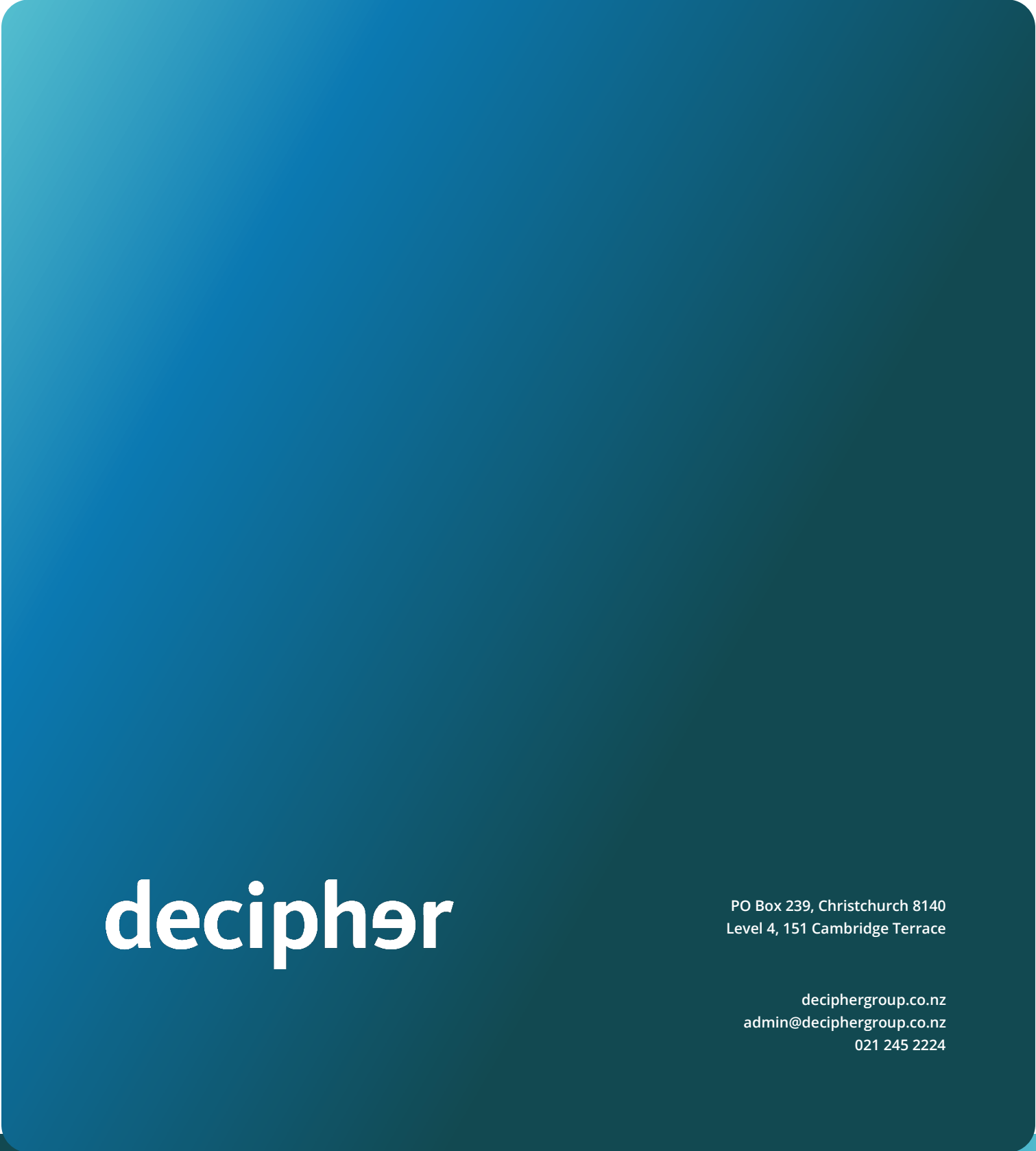
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Please do not email us your CV and Cover Letter. Please use the *Apply Now* link on our website.

Our Diversity, Equity and Inclusion Statement

Decipher Group cares deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future.

Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.



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