Experienced

ENGINEER

Modules & Polymer Products - Motherson Technology Services Limited (MTSL) - Pune, India

At Motherson, we're committed to creating long-term jobs and advancing global careers. Featured on TIME's World's Best Companies list, we are a diversified global design, engineering, manufacturing, assembly and logistics specialist, delivering full-system solutions to customers across industries. With a focus on innovation, quality and sustainability, we strive to be a trusted industrialisation partner and an employer that nurtures a diverse, inclusive workplace.

Our Modules and Polymer division leads automotive innovation, producing everything from plastic components to complex integrated systems. Trusted by major OEMs worldwide, we also specialise in mould design, tooling, and high-quality upholstery for passenger vehicles. Join us in shaping the future of mobility.

What you'll do

- Experienced **Maintenance & Engineering professional** with strong expertise in **mould maintenance, shop-floor management, preventive and breakdown maintenance, equipment reliability, spare-parts management, KPI management, and continuous improvement**. Experienced in leading maintenance teams, improving equipment availability, reducing breakdowns and maintenance costs, and ensuring effective deployment of plant systems and customer-specific requirements.
- Strong capability in **MTBF improvement, MTTR reduction, Andon escalation, EWO process adherence, failed-part analysis, preventive maintenance optimization, new mould development, spare planning, and team capability development**. Proven experience in aligning departmental objectives with plant goals through structured KPI monitoring, data analysis, corrective action planning, and PDCA-based improvement activities.

What we are looking for

- Results-oriented **Maintenance & Engineering professional** with strong experience in shop-floor management, mould maintenance, preventive and breakdown maintenance, and continuous improvement. Skilled in developing and deploying shop-floor standards, defining organizational roles and KPIs, and driving maintenance performance in alignment with plant objectives.
- Experienced in **breakdown reduction, MTBF improvement, MTTR reduction, spare-parts management, EWO compliance, Andon escalation, preventive maintenance, and failed-part analysis**. Strong exposure to **New Product Development (NPD)**, new mould specifications, spare planning, and coordination with cross-functional teams including Purchase and Production.
- Proven ability to lead teams through **training and development, performance management, project execution, problem-solving, and continual improvement initiatives**. Adept at using data-driven analysis and PDCA methodology to identify performance gaps, implement corrective actions, improve equipment reliability, and reduce maintenance-related costs. Committed to building a strong team culture focused on **safety, quality, delivery, cost, productivity, and continuous improvement**.

What we offer

- **Leadership & Growth Opportunities:** Opportunity to lead maintenance and engineering activities and take ownership of key plant performance objectives.
- **Career Development:** Continuous learning and development through technical training, leadership development, and cross-functional exposure.
- **Continuous Improvement Culture:** Opportunity to participate in and lead **Kaizen, SK/MK, PDCA, problem-solving, and cost-reduction projects**.