Job Opening at Melchers China

The Melchers China organization is a member of the globally operating Melchers Group. Headquartered in Bremen, Germany, C. Melchers GmbH & Co. KG is privately-owned and was founded by Carl Melchers (1781-1854) and Carl Focke in 1806. Establishing its first Asian branch in 1866 in Hong Kong, the company is engaged in doing business in Asia ever since.

Melchers is a global company with a wide range of services and trading know-how in diverse business areas. The services cover the entire value chain – from product development and manufacture through sales and retailing to marketing and after-sales service. The highly diversified group operates from over 17 locations in Greater China and serves customers in 15 industries in the machinery and industrial products, healthcare, and retail sectors.

It is our mission to create long-term value through customer-centric and customized approaches. Rooted in our entrepreneurial mindset and openness, we seize market opportunities without industry boundaries or predefined constraints.

To support our growth, we are looking for a

China Sourcing & Technology Manager

Location: Shanghai preferred; office-based role with travel across China
Department: Melchers Components
Reporting Line: General Manager, Melchers Components (Germany)

The China Sourcing & Technology Manager leads and develops the Shanghai-based Melchers Components team and serves as the primary management, technical and operational interface between China and Germany. The role is responsible for improving team effectiveness, establishing clear responsibilities and working processes, and ensuring reliable execution across sourcing, supplier management and technology-related projects. The position combines people leadership and cross-border coordination with sufficient technical and commercial judgment to support larger-scale industrial and technology projects in China.

Key Responsibilities:

- Lead, develop and grow the Shanghai-based Melchers Components team, establishing clear priorities, responsibilities and accountability across the operation.
- Assess the current team structure, capabilities and ways of working, and implement clear processes to improve efficiency, collaboration and ownership.
- Develop the team's ability to manage daily operations and resolve issues independently, while ensuring timely escalation and alignment with the General Manager in Germany.
- Report to the General Manager of Melchers Components in Germany and make timely local decisions within the agreed strategy and governance framework.
- Manage suppliers end-to-end, including supplier search, qualification, RFQ, commercial negotiation, selection, performance management, quality, delivery and problem resolution.
- Act as the technical interface in China for drawings, specifications, manufacturing issues and corrective actions.
- Visit factories, review production workflows and machinery, communicate with engineers, and independently assess supplier capability and improvement needs.
- Support new product and supplier development, including customized industrial parts and future automation / robotics projects.
- Take ownership of major sourcing, industrial and technology projects in China, coordinating suppliers, technical stakeholders and commercial requirements from initial evaluation through implementation.
- Provide the General Manager with structured recommendations on supplier strategy, major commercial decisions, technology opportunities and project risks, enabling management decisions on significant investments and business opportunities.
- Ensure transparent, compliant and well-documented procurement processes, with timely reporting of key risks and issues.
- Coach and develop the team, support goal setting, and conduct performance management in line with company processes.
- Serve as the primary interface between the Shanghai team, the General Manager and relevant functions in Germany, ensuring clear communication, effective coordination and reliable follow-through.

Requirements:

General Characteristics / Personality

- High integrity, compliance awareness and transparency.
- Independent and decisive on the ground, while remaining fully aligned with the strategy, governance and reporting expectations of the General Manager in Germany.

- Hands-on and pragmatic. Comfortable visiting factories, dealing directly with suppliers and solving issues on site.
- Low ego, high accountability. Confident enough to make decisions and challenge others, while working collaboratively within the broader Melchers organization.
- Strong business judgment and executive maturity, with the ability to represent the China operation credibly with senior management, suppliers and external partners.
- Calm, structured and fact-based problem solver; reliable under pressure and detail-conscious.

Technical

- Practical technical understanding of industrial products, specifications, drawings, tolerances and materials, sufficient to challenge suppliers.
- Sufficient working knowledge of relevant manufacturing processes to assess workflows, machinery and supplier capability, identify risks and engage the appropriate technical specialists when needed.
- The role is not expected to be the technical expert in every area but must have sufficient technical understanding and judgment to assess issues, coordinate internal or external specialists and support sound business decisions.
- Quality and problem-solving capability, including root-cause analysis, corrective-action assessment and technical judgment.

Purchasing / Supplier Management

- End-to-end supplier management: supplier search, qualification, RFQ, negotiation, selection and performance management.
- Commercial negotiation, cost analysis, contract terms and transparent, well-documented supplier decisions.
- ERP/SAP, inventory management and tendering experience are advantages rather than mandatory requirements.

Business Development / New Technology

- Product and supplier development from initial idea to stable production.
- Ability to evaluate new Chinese technologies or suppliers for technical maturity, commercial potential and fit for the European market.
- Automation or robotics exposure is an advantage for future development.

Language Skills

- Fluency in English and spoken Mandarin Chinese is mandatory, with the ability to handle technical and commercial discussions, negotiations, reporting and correspondence in both languages.

Education and Certifications

- Bachelor's degree preferred.
- Overseas education is a preference, not a requirement.
- Relevant qualifications may be considered an advantage.

Work Experience

- At least 8 years of relevant experience in sourcing, supplier management, manufacturing operations, industrial projects or a related field, including experience with increasing levels of responsibility.
- Demonstrated experience leading complex supplier, sourcing or industrial projects involving multiple stakeholders, significant commercial exposure and senior-management interaction.
- Hands-on China sourcing experience with direct exposure to suppliers and factories.
- Experience with technical or industrial products and in solving quality, delivery and supplier-related problems.
- Demonstrated people-leadership experience, including setting direction, clarifying responsibilities, developing team capability and improving performance during organizational change.
- Experience in an international or compliance-driven environment is strongly preferred.

Travel and Work Arrangement

- High travel frequency is expected, particularly for supplier and factory visits across China.