



Careers at DENSO

Discover more about working for DENSO in Europe.

international business centre

SALES

For those of you wishing to pursue a career in **Sales** what does that mean?



In DENSO, Sales acts as the primary link to our customers, which are all the major automotive companies in the world. Our sales specialists work with their customers through all stages of the sales process: presenting our new product ideas, building close relationships with all stakeholders at the customer, working to understand customers' detailed needs and dreams, negotiating with them, and then ensuring that we meet their needs.

Sales specialists work very closely with the development engineers and quality engineers within DENSO to ensure that products are developed tailored to the specific needs of the customer. They also work with our manufacturing plants and logistics to ensure the components and systems are manufactured to a high standard and delivered on time. So, teamwork is vital, the sales specialist needs to create synergy with many colleagues to develop solutions that exceed our customers' expectations.

Sales people are responsible for a wide range of automotive systems and components – car air conditioning and engine cooling systems, engine management systems, navigation and infotainment systems, active safety systems, and electrical and electronic components, including for hybrid vehicles. And in terms of Aftermarket & Industrial Solutions sales the range is even wider supplying spark plugs, glow plugs, wiper blades, starters and alternators, Lambda sensors, diesel components such as fuel pumps to distributors, wholesalers, garages and end-users.

As a result, we're especially interested to recruit people who have an engineering background who are interested to work in commercial or project management roles. Depending on the customer, each sales specialist may focus on a particular stage of the sales process, or be involved in all stages. They may also be dedicated to some components or systems. Working in sales also means taking care of logistics for your customer with the support of specialised teams.

As their roles develop our sales people are expected to take on the management of substantial customer projects. Our Account Managers deal with the global and strategic management of a

customer, many of whom are global themselves, and this enables them to extend their scope of responsibility to include other countries, supporting customer and DENSO activities worldwide.

It's not a quick process. It takes time to build the kind of long-term relationships with our customers that DENSO aims for, but it's worth it when you see that almost all the cars driving by on the road have DENSO components inside, and you made that happen.

In the sales functions in DENSO in Europe, there is no risk of boredom. You will always get new projects, challenges, new products, and you be very proud of delivering innovative technology, high quality and efficient solutions, to your customer.

DENSO's Sales teams act as the primary link to our customers, which are all the major automotive companies in the world.



ENGINEERING

For those of you wishing to pursue a career in **Engineering** what does that mean?

Within DENSO, the scope of our Engineering functions in Europe is incredibly broad. In its simplest terms our Engineering teams have responsibility for the latest technology in our business. Our engineers are involved in research, in automotive industry trend analysis, and in advanced, development or application engineering. Added to this are prototype development and validation testing of components, systems and full vehicles, working in partnership with our customers and our global engineering teams.

In addition, Europe as a region brings its own unique opportunities. Europe is a leading region for vehicle regulations particularly in terms of safety and emissions. European customers demand technologies for both high-speed motorway driving environments and low emission, high traffic-density city driving. All of these elements bring a wide range of opportunities for a leading technology supplier such as DENSO. In order to seize those opportunities, we have extensive facilities for product development in Europe - located within our engineering centres in Italy, Germany, the UK and Sweden. Most are located close to our most important customers, and our facilities are equipped according to our needs at that location:

COVENTRY, UK

Powertrain (Diesel & Gasoline) systems, Thermal systems and Intelligent Transport Systems (ITS)

GOTHENBURG, SWEDEN

Powertrain (Diesel & Gasoline) systems, ITS, and Safety systems

POIRINO, ITALY

Thermal systems

AACHEN, GERMANY

Powertrain (Diesel) systems and Electric/Hybrid systems

ECHING, GERMANY

Thermal systems and Materials Engineering

At DENSO we're at the cutting edge of technology. We are constantly looking at ways to make a car more fuel-efficient and economical, comfortable to drive, safe, and convenient. We're developing new ways for people to interact with their car e.g. voice-activated navigation control, for the car to interact with its environment, e.g. active safety systems to prevent accidents from occurring, or to minimise its impact on the environment through hybrid technology.

We continue to invest in new facilities to support our engineering activities, for example we opened the newly-expanded Aachen Engineering Centre (AEC) in 2010, to focus on powertrain and electric and hybrid vehicles for the future, and undertake research projects in conjunction with Universities.

But of course, we don't just invest in facilities, we invest in our engineers too. Developing your career within engineering can lead either to specialism in your chosen area, or to a management role, where you would be responsible for leading other engineers or leading global projects. In both cases, you would be helping to develop new product strategies for the future of DENSO.



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MANUFACTURING

For those of you wishing to pursue a career in **Manufacturing** what does that mean?

"Monozukuri wa hitozukuri - the art of making good things is through making good people" – is a fundamental value that runs deep in our DENSO philosophy. DENSO is a world class manufacturing organisation with extensive facilities in multiple locations across Europe. DENSO's journey in Europe started in 1973 and since then we have integrated state-of-the-art Japanese manufacturing technologies and principles with the best of European manufacturing. In our operations at DENSO Marston in Shipley, UK and João de Deus in Portugal, we can call upon more than one hundred years of manufacturing excellence.

Our business structure revolves around product groups that provide the basis on which our manufacturing capabilities have been built.

For **powertrain** components we have our largest plant outside of Japan operating in Hungary.

For our **thermal systems** components (such as automotive air conditioning systems, engine cooling modules, intercoolers and heat exchangers) we have more than 7000 people employed in plants in the United Kingdom, Czech Republic, Italy, Morocco, Poland, Portugal, Spain and Turkey.

For **electrical** components such as starters and alternators our plant near San Salvo, Italy is our centre of excellence.

For **electronic** components these are located in our manufacturing facility near Barcelona, Spain.

Wherever you choose to work you will experience a common way of working - we call it the DENSO Way of Working. Our company values, the DENSO Spirit, include principles of kaizen (continuous improvement), collaboration and team working, as well as more fundamental behaviours such as the need for genchi-gembutsu (on-site verification) as a basis for effective problem solving.

In each of our locations, manufacturing and the associated functions provides a wonderful environment to develop a demanding and stimulating career. As a place to learn and excel in Engineering disciplines, multiple career paths exist including Industrial Engineering, Process Engineering and Production Engineering. For those with a quality mindset a host of roles exist from laboratory technicians, in-process inspectors, test engineers, quality engineers (working day to day with our customers) and supplier quality engineers (working day to day within our supply chain).

Our European regional top management drive a programme of shop-floor based collaborative reviews that we call "Production Kaizen". This creates multiple collaborative kaizen activities, in particular around quality, safety and productivity. Excellence in manufacturing can be found all around our European operations. Excellence that is recognised by our customers around the world and that is validated by our multiple quality standard accreditations.

"Monozukuri wa hitozukuri" – the art of making good things is through making good people.



In DENSO our roles are absolutely essential for the effective operation of our manufacturing facilities, our sales and engineering centres, and our regional organisation as a whole.

CORPORATE FUNCTIONS

For those of you wishing to pursue a career in **Corporate functions** what does that mean?

Corporate functions is a DENSO term for the support functions that exist in any business. In DENSO these teams are absolutely essential for the effective operation of our manufacturing facilities, our sales and engineering centres, and our regional organisation as a whole.

Wherever you choose to look, and wherever you seek to work, exciting, stimulating, and demanding roles await you. Here are just a few examples of the types of careers in specialist areas that make up our 'corporate functions'.

FINANCE

This includes all aspects of modern finance such as accounting, credit control, tax and treasury management. In addition you will be expected to work with management colleagues in a robust governance environment to ensure that only the most professional practices exist and that risks are identified, understood and managed. Finance also includes business planning and profit planning where our specialists determine business operating plans, establish and implement tactics to improve contribution margins, and ensure costs are effectively managed throughout the life-cycle of a product.

HUMAN RESOURCES

A variety of roles and challenges exist for HR professionals whether from a generalist or a specialist background. In DENSO we utilise the whole range of skills from payroll, benefit design, training and development, employee relations, legal compliance, communications and employee engagement etc. At an operating unit level the challenges will often include supporting top management with collective consultation and bargaining arrangements. Throughout the entire people agenda lies a diverse regional business with multiple cultures, multiple languages, multiple legal systems - surely challenging enough for any HR professional!

PURCHASING AND SUPPLY CHAIN

Within a complex automotive business the supply chain and the cost of materials remain an essential focus if it is to achieve competitiveness and profitability. This is the domain of our purchasing, supply chain, and logistics specialists. Our purchasing activities involve both production-related and non-production related procurement, supply chain includes supplier development and supply management, and logistics includes warehousing, transportation, packaging and freight management.

Wherever you work in DENSO you will become part of our regional team. In our Corporate Functions this will be either operating at a local unit level or operating as part of our main regional offices in The Netherlands, Italy or Germany. You will work to the highest professional standards within an environment which provides the chances for you to achieve your potential, through continuous learning and many development opportunities.



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For more information please contact

Alan Taylor
Internal Communications
DENSO International Europe

email: a.taylor@denso-sales.co.uk
mobile: + 44 793 069 7289

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www.denso-europe.com