



WESTWOOD & WILSHIRE
Executive Search for World-Changing Companies

EXECUTIVE SEARCH SPECIFICATION

HEAD OF PEOPLE & CULTURE



3211 SCOTT BLVD
SANTA CLARA, CA 95054, U.S.A.

2021

HEAD OF PEOPLE & CULTURE



[Enplas America](#)

REPORTS TO: PRESIDENT, ENPLAS AMERICA

POSITION LOCATION: SANTA CLARA, CA

COMPENSATION: Salary and Bonus

COMPANY OVERVIEW

Since its formation in 1962 in Japan, Enplas Corporation has expanded globally into one of the largest, independent manufacturers of engineered plastics. Operating today in 14 countries, Enplas' underlying foundation is diverse, integrated technical capabilities, including ultra-precision mold design, mold manufacturing technologies, and research and development. In partnership with customers and as a publicly traded company since 1982, the company has grown to nearly \$300M (USD) in sales to the automotive, office automation, semiconductor, optical device, consumer product markets, and life sciences.

Enplas America divisions are:

- Enplas America HQ – New York, NY (Holding Company)
- Enplas (USA) – Marietta, GA (Energy Saving Solutions)
- Enplas Life Tech – Asheville, NC (Life Science)
- Enplas Microtech Inc. – Santa Clara, CA (Life Science)
- Enplas Tech Solutions – Santa Clara, CA (Semiconductor)

POSITION SUMMARY

Enplas America has multiple business units of various sizes driving significant growth for the global corporation. To achieve ambitious growth goals, Enplas America must have exceptional talent management and a productive culture to thrive and compete for new talent. Enplas America has the unique opportunity to create an optimum set of people practices that combine both Japanese and US cultures. This role is newly created to own this initiative across all business units of Enplas America.

PRINCIPAL ACCOUNTABILITIES

Reporting directly to the President, the Head of People & Culture will serve as champion for the overarching culture and employee experience at Enplas America corporate and its divisions. Having a deep understanding of Enplas businesses, s/he will interact with company executives, team leaders, and individual contributors with support from outside resources to assess, define, and enable people practices that attract top talent while remaining a place where people love to come to work and grow.

Key Responsibilities:

- **Work closely with the President and his executive staff to define and drive transformational change in the organization**
 - Become deeply knowledgeable in the various business unit businesses and processes
 - Lead HR programs addressing the “people practices” side of HR with projects in culture building, retention, workforce development and planning, talent branding
 - Help conduct periodic “roundtable” meetings of business unit leaders to share feedback and best practices across the company
 - Identify and implement metrics and measures/policies to drive change leading to desired culture and performance.
- **Oversee culture building, engagement, and Diversity, Equity, and Inclusion initiatives to foster high levels of belonging in the business units and across the organization**
 - Research, define, and create People practices that combine the most effective cross-cultural policies and values to attract and retain top talent
 - Define what is consistently “Enplas America” cultural values to be implemented across the company, and what local cultural features exist within business units
 - Working with outside support, assess current cultures and people practices in all business units and develop a vision of an ideal business and cultural environment for Enplas America and its business units
- **Partner with business unit HR colleagues to build upon the people operations infrastructure, systems, programs, and policies, leveraging technology and analytics towards creating strong and innovative People practices that scale with the organization**
 - Help corporate and business unit leaders define skills based on future needs
 - Collaborate on executive assessments and leadership coaching needs
 - Drive professional development, training and talent management needs across all business units

PROFESSIONAL QUALIFICATIONS

- Experienced in project management, HR initiative rollouts, cultural change, employee satisfaction
- Track record of creating cross-cultural work environments with measurable results in culture building, retention, and talent management
- Experience working with business leaders on defining workforce skills based on future needs
- Expertise in organizational development and ability to guide effective organizational structure, compensation programs, and initiatives
- Affinity for Japanese/American environments (ideally bilingual)
- Worked across business units in a manufacturing or technology company
- Available to travel to various Enplas sites (in the US and maybe Japan) and form relationships with division management teams
- Experience coaching executives and managing across all levels in an organization
- Growth mindset with interest to learn new things and ability to lead change in a growing organization
- Ability to establish strategic priorities across all areas of the People function and to build support across the senior management team

EDUCATION & CERTIFICATIONS

Relevant BA/BS degree or equivalent practical experience with HR related qualifications and experience in best practices

CONTACT INFORMATION



WESTWOOD & WILSHIRE

Kristin Speer, Managing Director
Advanced Technology Practice
(650) 245-3311
kristin@westwoodwilshire.com

Andrea Tegstam, Executive Recruiter
Advanced Technology Practice
(415) 944-9715
andrea@westwoodwilshire.com

At Westwood & Wilshire, we recognize that people are an organization's top asset and are passionate about delivering premier talent to the world's most innovative companies. We focus on companies ranging from VC-backed start-ups to mid-sized commercial entities, and our assignments span from C-Suite to mid-management. With offices in Los Angeles, Minneapolis, Boston and Silicon Valley, we serve our clients on a local, national and global basis.