



Stephan Engelke

PARTNER Executive Recruiting

Expertise:

- Executive Recruiting
- Organizational Development
- Change Management
- Executive Leadership
- Business Strategy
- Corporate HR Strategy
- Operations Management
- P&L Management
- Performance Improvement
- Sales Management
- Channel Management
- Business Integration
- Manufacturing
- International Operations
- Culture & Change Initiatives

Stephan is a senior international management executive with more than 25 years' experience and a leadership track record of generating sustainable sales growth and EBIT in the dynamic global automotive industry, having led major organizational transformations in Germany, Argentina, Canada, Mexico, and USA.

Stephan is passionate about the multi-cultural aspects of doing business and dedicated to bring businesses to the next level by developing and implementing tailored personnel strategies optimizing the organization in the global context. "understanding people" is one of the most challenging tasks when working on the dynamics of an organization.

Stephan has dedicated his career to embrace change with culture appreciation into the global business world, focusing on the selection process for executive personnel in a variety of industries in a cross-cultural environment. As GM at JR Bechtle & Co., a leading Executive Recruiting firm in the USA, Stephan was responsible for full recruiting services for the firm's southern activities in North America, Mexico and partial South America.

Prior to joining Jr Bechtle & Co., Stephan served as Site Director for BASF Argentina where he oversaw all business activities for four business units in the paint industry. He rebuilt the organization focusing on profitability and sustainability including business divesture and site consolidation securing the market leader position in Argentina. Before moving to Argentina in 2011, Stephan held senior management positions at DÜRR Systems, Inc. Application Technology division and ThyssenKrupp Systems Engineering in the USA.

Stephan holds a PhD in Technical and Macromolecular Chemistry and a Diploma in Chemistry from the Technical University in Braunschweig, Germany. Stephan lives near Austin, Texas with his wife and enjoys practicing Aikido and the southern hospitality.