



MICHAEL HINZ

INTERIM MANAGER | PLANT MANAGEMENT | PRODUCTION & QUALITY

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PROFILE

- Interim manager and consultant for the **food and cosmetics industry**. Self-employed since 2005, continuously in assignments since 2010.
- 35 years of management experience in production, engineering and general management, with accountability from plant management to managing director.
- Focus on change situations: process optimisation, change management, restructuring, plant transfers and start-ups.
- Graduate engineer in food technology. Clients from €20m to €700m revenue and from 40 to 2,500 employees.

SELECTED RESULTS

- Filling output increased by **25%** and a shift model established (Primal State, 2025/26).
- Output raised by **30%**; successor selected and onboarded together with management (PowerBar, 2014/15).
- Led a plant with **850 employees** and initiated the digitalisation of production (Gerresheimer Bünde, 2024).
- Managed a 24-month production transfer from Paris to Hohestadt (Kneipp, 2021–2023).
- **CEO for four companies** in a restructuring (European Convenience Food, 2015/16).
- Supported a SAP rollout during ongoing operation (Nature's Choice, Netherlands, 2020/21).

ASSIGNMENTS SINCE 2010

2025–26	Director of Operations	Primal State Performance, Berlin
2024	Plant management, consulting	Gerresheimer Bünde
2023	Consulting, processes & organisation	Freshnuts, Bad Oldesloe
2021–23	Project management	Kneipp, Ochsenfurt
2020–21	Plant & technical management	Nature's Choice B.V., Etten-Leur
2019–20	Plant-management coaching	apetito, Rheine
2018–19	Head of production	Active Nutrition Intl., Voerde
2017–18	Head of production	Beromin, Baesweiler
2016–17	Head of quality & development	Active Nutrition Intl., Voerde
2016–17	Plant management	RAPS Fresh, Versmold
2015–16	CEO	European Convenience Food, Borken
2014–15	Plant management	PowerBar, Voerde
2013–14	Consulting	Barteroder Feinkost, Adelebsen
2012–14	Consulting, project management	Georg Lemke, Berlin
2011–12	Consulting	Glockenbrot, REWE Group, Frankfurt
2010–11	Plant management	Barteroder Feinkost, Adelebsen

CORE COMPETENCIES

- Plant management, site responsibility
- Production management
- Quality management & QM
- General management, CEO
- Restructuring
- Process & workflow optimisation
- Change management
- Transfers & start-ups
- Plant master planning
- Leadership & succession

METHODS & SYSTEMS

- IFS Food, HACCP
- Lean, OEE
- SAP rollout
- Operations business plans
- Portfolio & SKU analysis
- Restructuring assessments

LANGUAGES

- German — native
- English — fluent (business)
- French — conversational

AREA OF OPERATION

- Germany
- Netherlands
- France