



MICHAEL HINZ

INTERIM MANAGER | PLANT MANAGEMENT | PRODUCTION & QUALITY
Hanover, Germany | +49 511 2036950 | info@hinzconsult.de

PROFILE

- Interim manager and consultant for the **food and cosmetics industry**. In freelance practice since 2005, continuously on assignment from 2010.
- 35 years of management experience in production, engineering and general management, with responsibility for results from plant management to board level.
- Focus on situations of change: process optimisation, change management, restructuring, plant transfers and ramp-ups.
- Graduate engineer in food technology. Clients from €20 to €700 million in turnover and from 40 to 2,500 employees.

SELECTED RESULTS

- Raised filling output by **25 %** and established a shift model (Primal State, 2025/26).
- Increased output by **30 %** and selected and trained the successor together with the management (PowerBar, 2014/15).
- Led a plant with **850 employees** and initiated the digitalisation of production (Gerresheimer Bünde, 2024).
- Managed the production transfer from Paris to Hohestadt over 24 months (Kneipp, 2021 to 2023).
- **CEO for four companies** in a restructuring (European Convenience Food, 2015/16).
- Supported an SAP rollout during ongoing operations (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 and organisation	Freshnuts, Bad Oldesloe
2021–23	Project management	Kneipp, Ochsenfurt
2020–21	Plant and technical management	Nature's Choice B.V., Etten-Leur
2019–20	Coaching, plant management	apetito, Rheine
2018–19	Head of production	Active Nutrition Intl., Voerde
2017–18	Head of production	Beromin, Baesweiler
2016–17	Head of quality and development	Active Nutrition Intl., Voerde
2016–17	Plant director	RAPS Fresh, Versmold
2015–16	CEO	European Convenience Food, Borken
2014–15	Plant director	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

Assignments of four months or longer. Short assignments and reports on request.

As of August 2026

COMPETENCIES

- Plant management, site responsibility
- Head of production
- Head of quality and QM
- General management, CEO
- Restructuring
- Process and workflow optimisation
- Change management
- Transfers and ramp-ups
- Plant master planning
- Leadership and succession

METHODS AND SYSTEMS

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

LANGUAGES

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

TERRITORY

- Germany
- Netherlands
- France