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COMPANY PASSPORT

Bikar-Metalle: Maximilian Taube's meteoric rise



Bad Berleburg. At just 29 years old, the native of Auer is already plant manager in Bad Berleburg. Why working at Bikar has driven him from the start.

Maximilian Taube has had a meteoric rise at the metal trading company Bikar - just ten years after completing his training as an industrial clerk, the native of Auer has now been promoted to plant manager. In an interview, the 29-year-old reveals why working at Bikar-Metalle has always driven him.

After leaving school, Taube decided at the tender age of 16 to apply for an apprenticeship as an industrial clerk at Bikar Metalle - with success. Taube quickly felt right at home in the company structure and was able to imagine a long-term future in the technical area of Bikar.

Planning for the future

After his successful apprenticeship, the man from Auer therefore decided to pursue further training to become a technical specialist - Taube also went to night school and took weekend courses in order to be able to do justice to his employer and develop himself at the same time. "Through the technical specialist, it is clear to me that I am interested in production planning and control," taube had his future plans firmly in mind. The young employee's special ambition and talent did not go unnoticed by the management level either. As early as 2017, the current plant manager was considered

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a hopeful. "We agreed relatively early on that I should take on a management position," Taube is still pleased today about the trust placed in him.

In 2018, Taube finally started working at the Bad Berleburg plant as a technical operations manager and was given his first, larger responsibilities. Taube took care of quality management and gained important insights into the company's daily workflow. "I did the supervision of complaints processing here." Over the next few years, the 29-year-old was offered more and more opportunities to develop. Taube worked primarily in the work preparation areas and gained a broad picture of the production facility. "I got to know the machines and all the processes over the years," he emphasizes.

As plant manager (Plant 3) of rolled products, the native of Auer then played a major role in a successful restructuring of work processes, thus proving himself for higher tasks in the company. Taube recommended himself so emphatically that he has now made it to Bad Berleburg plant manager at a still young age after just under thirteen years at Bikar. "When I started my training, it was actually unimaginable that I would one day become plant manager. I would never have dreamed of it," says the ambitious worker, who still can't believe it.

Heart and soul at work

A success story that should continue to accumulate at Bikar-Metalle in the future, if Taube has his way. "We have recognized that we have to adapt the production steps sustainably." Motivated employees, who are also rewarded accordingly for their performance and efforts, are to contribute significantly to this, the plant manager continues. Not only his personal career is a success story, but also the development of Bikar-Metalle. In the last decade, the number of employees at the company has increased fivefold, while sales have grown tenfold.

Despite the great successes, improving the status quo still drives the plant manager today. "I'm fascinated by not only witnessing the success story, but helping to shape it. This fire for work is present in the entire Bikar family. We are always trying to reinvent ourselves and adapt," says Taube, looking positively to the future.

To ensure this, the Auer wants to put all his heart and soul and passion into his daily work and ensure improvements. Who works hard But he also needs a personal outlet to switch off from time to time - Taube finds it in motorcycles. Whether it's wrenching or riding - when it comes to the "bike," he's fully in his element.

Direct communication is important

At the moment, however, the plant manager is mainly concerned with his job of driving forward the continuous improvement process in the company. To this end, he gives instructions to team and plant managers on how to optimize work steps. "My job consists of inspiring employees, shaping success and structuring processes," Taube summarizes succinctly.

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The challenges of the future have their work cut out for them. That's why the operations manager is hoping for many more motivated employees who have ambitious goals with the metal trading company and at the same time enjoy a family environment - the doors are always open for them.

"The direct communication has remained despite the size of the company, in addition we offer flat hierarchies and a family environment. The family environment in particular is exemplified here at all levels," emphasizes Taube, who still has big goals for the Bad Berleburg plant.

The company passport: What Bikar-Metalle has to offer

Employees: 780

Locations: 18

Industry: Metal trade

Collective agreement: No

Working hours: 40-hour week/individual part-time models

Workplace: Modern, ergonomic workplaces in production and office

Cooperation/benefits: "Family-friendly company" certification, 30 days vacation with flexible planning, 13th salary, tax-free special allowances, corporate benefits

Further training: Individual opportunities for further training, German courses at the company

Other special features: Unlimited employment contracts, very high takeover rate after training, flat hierarchies, "Duz" culture.