

Join a rapidly growing, industry leading manufacturer of aerospace components and subsystems in Orange County, CA as their **Operations Manager**. This position will proactively manage the Operations department to ensure continuous improvement and the accomplishment of business forecast for production. To achieve the mission for this position, the **Operations Manager** must produce the following critical actions and results:

- **Execution to Forecast:** The Operations Managers will ensure that processes are in place to meet the forecasted sales mix. This will be accomplished by focusing on the key metrics that will support achievement of the forecast in the following areas:
 - Employee Utilization and Productivity – maintain above budgeted levels
 - Overtime – maintain below budgeted levels
 - Inventory – with Supply Chain Manager develop and implement plans to reduce overall inventory and control inventory accountability.
 - Facilities – with Facilities supervision develop processes to ensure all equipment and facilities support the required execution to forecast and future increases in demand
 - Tooling – with Tooling supervision ensure new product development and recurring production tooling requirements are met per quality, cost and schedule targets.
- **Organizational Development:** The Operations Managers must provide high energy leadership to the Operations team to create a culture change, increase accountability and create a self sufficient team that is able to execute to forecast, anticipate issues and pro-actively seek solutions. This will include assessing the operations team, using training and mentoring create a self sufficient team, and instilling accountability within the team.
- **Managing Department Budgets:** The Operations Managers will develop a culture of financial accountability within the Operations team in order to properly develop and maintain departmental expense budgets.
- **Metrics:** Instill a rigorous approach to management by metrics throughout the factory. Empower employees to implement corrective actions based on the metrics on their own and ensure that metrics are used to create change within the organization.
- **Continuous Improvement:** Drive Supervisors and Operators to continue process improvements at all levels, leading to greater efficiency, speed of delivery, and cost savings.
- **Support GM:** Act as a key partner to the GM in developing strategy and driving its execution to the shop floor level. Maintain and contribute positive impact throughout the organization, while always striving for improvements. Partner with other departments and Managers to combine resources and create positive change within the organization.

BACKGROUND AND EXPERIENCE:

The ideal candidate will have the following education, work history, knowledge and skills.

Education: Bachelor's degree is required.

Experience: At least 10 years of operations management experience and currently managing an operations organization. Related aerospace experience required, preferably in a complex manufacturing environment of a larger-scaled company (\$50 million-plus). Job shop experience preferred. Production planning experience required. Lean / Six Sigma / Kaizen experience is very valuable. Knowledgeable about all operations areas including manufacturing, assembly, materials, shipping, production control, etc. Very comfortable being hands-on at the shop floor. Experience working within a union environment preferred. Knowledgeable in cost reduction, demand flow and build-to-forecast. Familiar with financial statements and budgets.

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