



DIRECTOR OF OPERATIONS

Join a large San Diego, CA-area manufacturer of aerospace components for aircraft engines, airframe structures, and launch vehicles as the **Director of Operations**. This position will lead the company's Value Streams to deliver sales commitments to customer on time and with the achievement of gross margin targets through continuous improvement efforts, leadership, and a customer focus.

- **Execution to Forecast:** 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.
- **Continuous Improvement:** Lead the Business Unit to continue process improvements at all levels and functions using Lean Manufacturing techniques, leading to greater efficiency, speed of delivery, and cost savings.
- **Metrics:** Lead the rigorous approach to management by metrics throughout the factory. Empower and mentor management to implement corrective actions based on the metrics on their own and ensure that metrics are used to create change within the organization. Reporting requirements include daily, weekly and monthly performance to metrics.
- **Collaboration:** Continue the company's efforts to ensure proper collaboration between the manufacturing, quality, supply chain and manufacturing engineering groups. Work within the recently established Value Stream organization to ensure "silos" within the company are eliminated by linking goals and process ensuring mutual success.
- **Organizational Development:** Provide high energy leadership to the Value Streams 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.
- **Managing Department Budgets:** Develop a culture of financial accountability within the Value Streams in order to properly develop and maintain departmental expense budgets.

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 or turbine engine manufacturing experience required, preferably in a complex manufacturing environment of a larger-scaled company (\$50 million-plus).

- Experience with manufacturing process including chemical milling; fabrication, electron beam welding, TIG welding, brazing and metal joining; 3, 4 and 5 axis CNC machining and assembly is preferred.
- Experience with manufacturing components for military use preferred.
- Production planning experience required.
- Lean / Six Sigma / Kaizen experience and training/certification is required.
- 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.

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