



Vice President of Operations

Join a successful, growing world-class manufacturer of precision machined parts and sub-assemblies as **Vice President of Operations (VP of Ops)**. The company's products are used in aircraft, aeroequipment and other defense platforms. The **VP of Ops** will lead the Operations group to continuous improvement, supporting the company's financial, on-time delivery, and cost goals. This position will be based in the greater Los Angeles area.

- **Strategy:** Lead the development of an Operational Strategy for the company, to be integrated into the overall business strategies to support profitable growth.
- **Performance Improvements:** Transition to Lean Methodology and improve On-Time Delivery by implementing a systems approach to managing work flow, including: improvement of production planning, management of overtime spending, addressing inventory performance and identifying and clearing bottlenecks in production.
- **Reduce Scrap and Rework:** Lead the Operations group to a renewed focus on reducing scrap and rework which will require training and process improvements. In addition, lead the team in implementing root cause analysis on scrap and rework to resolve long term issues.
- **Organizational Development:** Manage and motivate the newly re-organized operations staff for optimum effectiveness which will ensure a high quality team with greater capacity and increased productivity. Will assess operations team and organizational structure for improvement, provide necessary mentoring, guidance and support to business management team and promote and reinforce the expectation of collaboration.
- **ERP System Reimplementation:** Lead the Operations group through a reimplementation of the ERP system, which is in process, in order to optimize the use of the system and improve communication, collaboration and coordination between all groups of the company.
- **New Product Development:** Develop an organized program management-based New Product Introduction (NPI) process that ensures new products enter smoothly into production.

BACKGROUND AND EXPERIENCE:

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

Education: Bachelor's degree is required. Major in a technical discipline is preferred. Graduate degree (MS or MBA) a strong plus.

Experience, Knowledge and Skills:

- 15+ years of progressive manufacturing management experience in a complex machining environment.
- Solid leadership experience in multi-functional operational role is required.
- Aerospace/defense manufacturing experience required.
- Precision machining (milling and turning) experience is preferred. Metal fabrication is acceptable, but not preferred.



- Limited production, mixed model work flow experience is important.
- LEAN or continuous improvement training required, certifications are a plus.
- Experience working in a multicultural and multilingual work environment is preferred.
- Experience as a change agent successfully leading operational cultural change away from reliance on tribal knowledge and towards a culture of accountability, metrics, and improved profitability.
- The ideal candidate's career will have progressed through production planning, manufacturing engineering, or operations into Operations Management roles.
- Demonstrated interpersonal communication and presentation skills to develop strong, long-term relationships with senior management at targeted accounts and industry leaders
- Experience in a mix of large and smaller sized companies preferred.

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