



CHIEF OPERATING OFFICER

Join a leading developer and manufacturer of advanced fastening and assembly solutions for the Aerospace and Defense markets as **Chief Operating Officer**. The company's products are used in Commercial, Regional, and Business Jet aircraft. The COO will lead a team that will accelerate the development of the company's operations, by deploying manufacturing technology, information tools, and best practices for continual improvement. This position will be based at the company's facility in **Carson City, NV**.

1. **Operations Strategy:** Develop and implement an operational strategy for the business that addresses capacity, capability, and productivity in order to meet production ramp-up goals and executing a transition to world class manufacturing performance using methods appropriate to the company's product mix and overall strategic direction.
2. **Operational Excellence:** Lead the company's focus and emphasis on operational excellence, continuous improvement, and lean principles.
3. **Facilitate New Product Development and Introduction:** Collaborate with all product development stakeholders (e.g. Sales & Marketing, Engineering, Production) to provide structure delivering products that are designed for quality, manufacturability, value and profit.
4. **Quality:** Lead the Production team to meet quality performance levels at the company, ensuring customer satisfaction.
5. **Restructure Facility Short- and Long-Term:** Review the existing footprint and layout and recommend changes to incorporate Lean, increase efficiency, and optimize capacity.
6. **Deliver on Current Programs - Prioritization:** The COO must further develop the company's post-sale program management and sustainment capability and achieve maximum customer satisfaction while improving the company's already strong reputation for quality and delivery.

BACKGROUND AND EXPERIENCE:

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

Education: Bachelors' Degree in Engineering or other STEM discipline required. MBA or other advanced degree preferred.

Experience: 5+ years of experience as a Chief Operating Officer or General Manager of a major aerospace division, with revenues of \$75M+.

Knowledge and skills:

- High mix, low volume aerospace manufacturing experience required.
- Six Sigma Green and / or Black Belt required. The ideal candidate will have experience in a world class manufacturing system such as the Toyota Production System or equivalent.
- Prior plant management experience and implementation of Lean manufacturing techniques required. Must be able to teach Lean (not just know it).
- Demonstrated knowledge and ability to articulate the critical inputs and outputs tied to New Product Development and New Product Introduction processes.
- Aerospace fastener experience is preferred, but not required.
- Demonstrated prior success in organizational development and team building.
- Must be comfortable in all aspects of business (Sales, Operations, Finance, HR, etc.).
- Prior experience operating in a private company environment is ideal.

Location: Job location in Carson City, NV with access to Reno/Tahoe.

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