



SENIOR MANAGER, ENGINEERING

Create a new engineering leadership role for this large, well-established manufacturer of aerospace composites in the Pacific Northwest. With a team of 27 people in engineering, responsible for all engineering at a large site, you will drive the company's focus on responsiveness to customer needs, and develop the engineering organization, by fulfilling these objectives:

- **Cultural Change:** Lead a change of mindset in the engineering organization from an internal focus on how materials are developed to an external focus on providing solutions to meet customer needs.
- **Organizational Development:** Coach and mentor team members to foster an increased competency level, as well as create a higher level of personal responsibility, 'ownership' of tasks, and accountability.
- **Product Development:** Accelerate the development of new products.
- **Improve Engineering Performance:** Improve support to production and sales, and apply more consistent process, to ensure high quality and on-time delivery to customers.
- **Improve Cross-functional Relations:** Improve communication and coordination with counterparts in other functions, including production, quality, sales and safety.
- **Estimating & Proposals:** Improve visibility of engineering group, with a focus on establishing a partnership with sales team to help the transition from internal to external focus on customers.
- **Technical Road Map:** Develop, present, and manage the technical road map, and ensure that the plan flows down to each engineer.
- **Customer Relations:** Provide direct customer support on resolution of issues.

BACKGROUND AND EXPERIENCE:

Education: Bachelor's degree required, preferably in Mechanical Engineering, Materials Science, or Chemical Engineering. MS degree a plus.

Experience: At least 7-10 years of engineering experience in materials manufacturing. 3+ years as manager of group of 10+ people, ideally at a second tier leader (with other managers directly reporting in). Strong preference for experience with composites. Aerospace experience is a plus.

Knowledge and skills:

- Experience with diverse employee base, open to other cultures. Experience working with a Japanese company is a plus.
- Familiarity with customer processes and issues, as well as the most salient approach to resolve them.
- Leadership and coaching skills within a technical field.
- Strong interpersonal and collaboration skills.
- Experience and knowledge of patent application process preferred.

If you lead with an innate flexibility while taking a strategic approach and work well with ambiguity, we want to talk with you.

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