

General Manager

Take P&L responsibility and oversee all functional departments for this designer and manufacturer of military and aerospace electronic products for Tier 1 markets. In this role, you will manage all aspects of P&L and fulfill the following objectives:

- **Scale for Growth:** Structure the organization to maintain a \$50 million run rate in the near term.
- **Organizational Development:** Ensure that the entire organization has the capability to scale for growth.
- **Resource Management:** Evaluate current resources and resource plans, and ensure that each functional group has the resources it needs (people, technology, equipment, infrastructure) to scale for growth.
- **Improve Sales Management:** Maintain and improve the company's strong reputation and market position, and seek to improve management of the sales function.
- **Process Improvement:** Expand operational capability by seeking new efficiencies in work flow to reduce work-in-process idle time on shop floor. Continue implementation of planned new production lines, processes and equipment installations.
- **Improve Completion of Development Projects:** Work with Engineering organization to improve timely completion of development programs.
- **Facility Changes:** Facilitate upcoming move of engineering and development departments to recently acquired new facility. Utilize freed-up floor space to plan improvements to layout of shop
- **Financial Management:** Demonstrate a keen understanding of financials, manage to established metrics, and, refine metrics utilized as needed. Ensure that budgets and forecasts are aligned.
- **Strategic Planning:** Develop the vision and long-term planning to take the company to its next potential level, which is currently envisioned as \$80 million. Develop and continuously update a concise and cohesive strategic plan.
- **New Markets and Products:** Continue to evaluate expansion into new markets and products, and facilitate sound decisions on whether to continue or discontinue efforts into potential new market and product areas.

BACKGROUND AND EXPERIENCE:

Education: BS degree in engineering or business is required. MBA or graduate level degree preferred.

Experience: 10+ years of experience with aerospace and defense manufacturing of custom, high value engineered electronic products. 5+ years P&L management experience (ideally as GM or equivalent leadership level) running at least \$15M+ and 50+ employee organizations. 5+ years of engineering and/or product development experience.

Knowledge and skills: Proven record of hiring, developing, and building successful teams. Proven track record of driving successful change management at a senior level.

US Citizenship is required.

If you are a high energy entrepreneurial leader able to set a clear vision and direction for your team, as well as an open, honest communicator, we want to talk with you.

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