



Head of Operations

Join a leading manufacturer of forged metal products for the aerospace, defense, oil & gas, transportation and power generation industries to as a **Head of Operations**. The **Head of Operations** will direct the entire Production Group, consisting of 50+ manufacturing and logistics personnel, and will also manage outside processing vendors and the shipping and receiving operations.

To be successful in this role, the **Head of Operations** will need to do the following:

Operations Strategy: Implement and execute an operations strategy which addresses organizational setup, performance compensation, shop layout, and opportunities for process improvement. Setup standard work and processes to document and institutionalize tribal knowledge. Improve planning, scheduling, and on-time delivery performance.

Outside Vendor Management Strategy: Take a more strategic approach to outside vendor management – determine which processes should be brought in-house for cost or time savings, improve vendor communications and relations, participate in price negotiations, and seek long-term agreements where necessary.

Organizational Development: The **Head of Operations** must provide informed leadership in order to facilitate a cultural shift towards increasingly higher levels of accountability, self-discipline, self-sufficiency, and employee engagement.

Production Planning & Processing: Our client already possesses a production process characterized by solid controls, progress tracking systems, and predictive tools, and the **Head of Operations** is in charge of maintaining, monitoring—as well as further augmenting and optimizing—these systems and tools with the main objective to improve production performance.

Continuous Improvement & Safety: Be the Continuous Improvement champion at the company and help continue the transition of the organization to a culture of Lean principles. Ensure that the shop is kept clean and well maintained. Maintain and improve upon the company's stellar track record for Safety, which in turn drives workers compensation expenses.

Quality: Foster better communication between the Quality & Planning and the Production Groups in order to accomplish necessary quality, production, and financial goals. Facilitate the implementation a proactive quality system that ensures all products delivered meet or exceed customer expectations. This system must address supplier quality issues and rework reductions.

BACKGROUND AND EXPERIENCE:

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

Education: Bachelor degree in engineering or other technical major is preferred.

Experience & Knowledge:

- 5+ years of plant supervision experience required.
- Career progression with progressively more responsible roles within production operations.
- Aerospace/defense manufacturing experience required.
- Production planning experience required.
- Very comfortable being hands-on at the shop floor
- Lean / Continuous Improvement trained and certified preferred.
- Lean / Six Sigma / Kaizen experience is very valuable.
- Experience in equipment planning and maintenance is required.
- Experience dealing with planning and maintenance on hydraulic equipment and high temperature furnaces is ideal.
- Experience working in a multicultural and multilingual work environment is preferred.
- Experience with and oriented toward metrics in business analysis.
- 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.
- Familiar with financial statements and budgets.
- Experience in a mix of large and smaller sized companies preferred.
- Experience in an entrepreneurial environment preferred.
- Excellent problem solving skills and ability to work within a team and excellent written and verbal skills are mandatory.

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