



### General Manager

HIGH GROWTH OPPORTUNITY in aerospace blade and vane manufacturing with the financial backing of a multi-billion dollar publicly traded parent company. The GM will have complete P&L responsibility and accountability for the operational performance of the business unit. The position will be based in the Southwest US. The responsibilities of this position include:

1. **Turnaround Business and Grow:** Responsible for getting the business to breakeven within 2 quarters, and then achieving 15% Operating Income within 18 months.
2. **Manufacturing Processes:** Establish necessary processes and procedures to improve the utilization of automated equipment following full evaluation / assessment and potential overhaul.
3. **Sustain Output:** Sustain the output and drive toward semi-lights-out, 24-7 capability for the automated equipment. Implement predictive maintenance and cross-train the entire team in order to ensure sustained performance.
4. **Tooling:** Establish an in-house tooling capability in order to accelerate its NPI process and launch multiple products simultaneously to achieve the aggressive growth targets for this Business Unit.
5. **Organizational Development:** Responsible for developing a high-performance team and culture to enable profitability, efficiency, productivity, and stability. Identify necessary skills sets, hiring as necessary to fill gaps, drawing from internal and external talent pools.
6. **Customer Growth Plan:** Achieve consistent performance in quality and delivery including development of long delayed NPI activity. Focus on expanding adjacent capabilities that can be brought in house to improve efficiencies, differentiate capabilities, and grow the business profitably. Assess possible adjacent markets and capabilities to expand the product line to other applicable areas.
7. **Financial Reporting:** Deliver various scheduled and ad-hoc financial reports for the business unit and participate in operational reviews, as well as drive the strategy.
8. **Multi-site Responsibility:** Ideally, after established success of the business, the scope of this position will expand to include leadership of a sister-site located nearby. That site primarily focuses on machining.

### **BACKGROUND AND EXPERIENCE:**

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

**Education:** Bachelor degree preferably in a technical or engineering related discipline preferred but will consider combination of education and experience. MBA preferred.

**Experience:** At least 10 years of operations management experience, and currently holding full P&L responsibility of an aerospace organization. Related aerospace manufacturing experience required, ideally with an aerospace blade and vane manufacturer. Experience in manufacturing of hot-section engine components using exotic alloys required.

**Contact:** Nick Zanze / [nick@bobsearch.com](mailto:nick@bobsearch.com) / 949-253-7746