



General Manager

Join a group of precision machined manufacturers supplying components and assemblies to multiple industries, with a primary focus on Aerospace and Defense as **General Manager**. The GM will be responsible for leading the company to profitable, organic growth, while maximizing shareholder value in day-to-day management of this business. The GM must be a truly dynamic leader who can inspire confidence in a solid core group of employees. The position is based in southern California. The responsibilities of this position includes:

- **Customer Relationships:** Develop strong relationships with existing customers to ensure repeat business. To successfully accomplish this objective, customers must perceive the company as highly competent with a high level of confidence.
- **Management by Metrics:** Provide top-down leadership and instill a more rigorous approach to management by metrics throughout the factory. This will include mentoring the company's key functional leaders on adopting this more rigorous approach to achieve continuous improvement.
- **Process Improvement:** Drive management staff to implement process improvements at all levels, leading to greater efficiency, speed of delivery, and cost savings.
- **Transition of New Products:** Facilitate seamless transition of manufacturing new products.
- **Organizational Development:** Develop the organization to its full potential and keeping personnel motivated and productive.
- **Improve Business Unit Management:** Improve policies and procedures to create a more structured accountability amongst the management staff. Conduct weekly meetings to ensure they are successfully monitoring their group's performance using established metrics.
- **Lean Manufacturing:** Lead the management staff towards implementing lean manufacturing initiatives throughout the factory and offices.
- **Budgeting and Financial Performance:** Work with the CFO to maintain the company's presently stable financials and make financially-sound, well-supported decisions. Present yearly business plan, including financial statements and budgeting plans, to corporate executives.

BACKGROUND AND EXPERIENCE:

Education: Bachelor's degree is required (Engineering, Finance, or Business Management preferred).

Experience: Must currently have a title of General Manager, Managing Director, or the equivalent and have at least ten years of increasingly responsible senior-level management working with aerospace products in a small to mid-sized company. Previous background in a machining or complex fabrication facility is highly preferred. Proven track record of driving lean manufacturing in an organization is required. The company is not willing to consider a first time GM for this role.

Knowledge and Skills:

- Strong financial acumen. Complete ability to read, interpret, and act on P&L results.
- Training and certification in Lean, Toyota Production System, Six Sigma, and/or other advanced manufacturing techniques is required. The ability to take cost out of an operation is critical to success.
- Very comfortable being hands-on at the shop floor.
- Knowledgeable in cost reduction, demand flow and build-to-forecast.

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