



### General Manager

Join a growing group of inter-related manufacturers supplying components to US commercial airframe and engine markets as the General Manager of their newly acquired business in Southern California. The GM holds full P&L for the business that produces components for aircraft engine markets. The GM will be responsible for continuing the company's strong performance and growth while transferring operations from previous leadership and integrating them into the new. The key objectives of this position include:

- **Integration Strategy:** Develop and execute the short and long term plans to integrate the business into the acquiring organization's operating system while continuing to lead the company to steady growth. Ensure that all processes in the business are documented in an as-is state.
- **Customer Relationships:** Maintain and grow customer relationships by clearly understanding their demands and ensuring the right level of responsiveness at the company.
- **Supplier Management:** Maintain strong supplier relationships, communication and quality performance. Lead strategy, and transfer existing supplier relationships from the departing leaders in the company.
- **Organizational Development:** Take a team approach, recognize the contributions of employees and offer support and guidance towards any areas of development.
- **Diversification of Customer Base:** Develop and execute a plan to diversify the company's customer base to include other engine OEM customers outside of major customers. Target similar products on other engine OEM programs that mechanically function the same way.
- **Long-Term Growth:** Work closely with other business leaders within the organization's companies to identify areas for collaboration.

### **BACKGROUND AND EXPERIENCE:**

**Education:** A Bachelor's degree is required, technical major is preferred. MBA or Master's degree is a plus.

#### **Experience:**

- 15+ years in leadership experience within an aerospace manufacturer, with 5+ years' experience at an engine component producer.
- Candidate will currently be holding P&L responsibility with the title of General Manager, Managing Director, CEO or the equivalent with P&L responsibility of at least \$20M.
- The ideal candidate will have substantial commercial, operations, and supply chain experience with complex contracts and customer negotiations.
- Experience integrating a recent acquisition is required.
- Experience working with aircraft engine OEM customers is required.
- Training, certification, and experience implementing continuous improvement, lean manufacturing, six sigma, etc. are required.
- Proven track record of developing excellent customer relationships
- Exceptional communication – verbal and written, as well as interpersonal skills, is required.

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