



Vice President of Operations

Manage all operations and production teams, including manufacturing, assembly, materials management, production planning, and quality for this growing designer and manufacturer of military and aerospace electronic products for Tier 1 markets based in California. In this role, you will fulfill the following objectives:

- **Support Growth:** Evaluate and instill change to the operations group to support the company's anticipated 30% growth in the near future. This includes evaluating and adjusting the organization's structure, improving supply chain and planning processes, mentoring operations leaders to improved accountability, and working with the Engineering group to ensure product launches are accurate.
- **New Facility Introduction:** A new manufacturing facility in Utah is currently under development for a sister organization. Due to capacity issues, the VPO will be responsible for facilitating the transition and integration of 2 of the company's production lines into this new facility, while working alongside the GM of the sister organization to ensure a streamlined process.
- **Improve On-Time Delivery Performance:** Drive continued improvement on OTD from current levels to 99% through shop floor optimization, implementation of lean processes, efficient materials management, and a well-organized supply chain.
- **Quality Improvement/Management:** Oversee the quality organization with the Director of Quality directly reporting in. The VPO will lead the team in implementing root cause analysis to promote yield improvements and resolve long term production issues by building quality metrics into the production operations.
- **Collaboration:** Partner across the leadership team at the company to foster an increase in collaboration and coordination between engineering, production, and quality for optimal functioning at the business.
- **Production Efficiency:** Achieve process efficiency through maximizing direct labor hours, improving end-to-end flow through process improvements, and capital investment in automation. A holistic assessment over the entire production process prior to developing strategy for improvements will be required.
- **Organizational Development:** Work with the CEO to redesign the current organizational structure to increase efficiency, optimize available talent, and properly distribute responsibilities.
- **Supply Chain Management:** Drive organization and optimization within the supply chain.
- **Production Test:** Integrate the outside service that designs and maintains the company's automated test equipment.

BACKGROUND AND EXPERIENCE:

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

Experience: 12+ years of experience with aerospace and defense manufacturing of custom, high value engineered electronic products. Experience managing production planning, supply chain, warehousing or logistics is critical. Lean/Six Sigma/Kaizen experience required.

Knowledge and skills: Proven record of managing, developing, and building successful teams. Proven track record of driving successful growth through team motivation.

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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