



Director of Business Development

Join a company that designs, engineers, manufactures, repairs and overhauls a broad portfolio of aviation and industrial components, accessories, subassemblies, systems, and aircraft structures. They are active at all levels of the supply chain and provide solutions for the entire product life cycle to equipment manufacturers (OEMs) and operators of commercial, regional, business and military aircraft worldwide. The Director of Business Development will lead business development for one of the three Groups through its transformative growth period, aligning and updating the strategic plans and policy deployment, and expanding market share on new programs, platforms, and products. This position will be based out of either California, Washington, or Southeastern US, and involves 50-75% travel. The key objectives of this position include:

- **New Business Development:** Expand sales across the Group by securing new contracts, aligning the product and market strategies of each of the sites within the operating company, and expanding product lines into niche areas.
- **Policy Deployment Strategy:** Act as a key member of the Group leadership team in the development and alignment of the Policy Deployment Strategy for the Operating Company given its recent reorganization.
- **Aftermarket Strategy:** Develop and execute the aftermarket strategy for the Group that will ensure successful revenue growth within the Aftermarket side of the business.
- **New Technology:** Work with the leadership of each of the sites within the Group to develop a comprehensive strategy for new technology development that aligns with the overall company strategies as well as future market opportunities.
- **Organizational Development:** Responsible for structuring and leading the business development organization and function for the Group. Evaluate the current sales and marketing organization to ensure that the sales group has the right skills, organizational structure, people and representation.
- **Customer Relationships:** Responsible for developing and maintaining a close, positive customer relationship at key customers in order to properly manage their expectations, assisting in the resolution of customer complaints, develop multi-level relationships within customer organization across all disciplines.

BACKGROUND AND EXPERIENCE:

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

Experience:

- 20+ years in business development, sales, and marketing representing A&D systems/ subsystem companies.
- Experience with electromechanical/mechanical components, systems development, and sales is required.
- Demonstrated involvement in growing OEM and Aftermarket businesses.
- Balanced mix of commercial and defense aerospace customer experience is required.
- Experience working with complex fluid power products and systems for a variety of platforms is preferred.
- Excellent organizational, analytical, abstract reasoning, communication, and presentation skills.
- In-depth knowledge of aerospace business; financial modeling; negotiation tactics and a proven track record in Aviation sales and customer support.
- Ability to work with a diverse group of people in manufacturing, engineering, finance, contracts, QA, and management with demonstrated success in team environment and matrixed organizations.
- Ability and willingness to travel.

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