



Vice President / General Manager

Join a publicly traded, global manufacturer of aircraft assemblies as Vice President/General Manager [VPGM] Pacific Northwest Operations. The VPGM will have multi-site P&L responsibility for the three company, \$200M+ business units and lead daily operations, as well as guide the companies to continued steady, profitable growth. The businesses produce aircraft components and assemblies for aircraft OEMs, including Boeing. The VPGM will be responsible for delivering operational and financial KPIs. The position will be based in the Pacific Northwest. Your objectives will include:

- **Strategy:** Develop and execute strategy across all three business units. Systematic changes to processes are required in order to evolve the businesses to meet unprecedented rate increases and cost pressures in the aerospace industry.
- **Improve On Time Delivery:** Immediately, must address past due backlog and poor on time delivery performance. Through supplier development, capital deployment and hands-on leadership in the use of Lean tools, the VP/GM is expected to deliver significant improvements in delivery.
- **Operational Improvements:** Lead a culture shift across the businesses that will challenge established practices and transition the companies to adoption of high-volume, high-capability production processes, including APQP.
- **Inventory Management:** Facilitate an improvement in inventory performance for all business units. Several factors are driving excess inventory, including sporadic ordering patterns, batching, and lack of consistent sub-supplier performance.
- **Profit & Loss Management:** Achieve operating cash flow and profit targets through systematic and strategic P&L management. To achieve the necessary improvements, lean and continuous improvement must become pillars of operational processes, inventory management, and supplier relationships. To achieve the necessary improvements, lean and continuous improvement must become pillars of operational processes, inventory management, and supplier relationships.
- **Organizational Development:** Evaluate and develop a high-performing management team. Through a complete talent assessment and creation of a robust succession plan, the VP/GM will establish bench-strength for all key leadership positions.

BACKGROUND AND EXPERIENCE:

Education: Bachelors degree is required (engineering, finance, or business management preferred). Graduate degree a plus.

Experience:

- Candidates will currently hold the title of General Manager, Managing Director, CEO or the equivalent with P&L responsibility of at least \$100M.
- 10+ years of increasingly responsible senior-level management working with aerospace products in a similarly sized company.
- 15+ years of experience in manufacturing, preferably in precision CNC machining.
- Experience as a direct supplier to Boeing preferred.
- Demonstrated proficiency in lean manufacturing (TPS, DBS) is required. Proven track record of driving lean manufacturing in an organization is required.
- Exposure/familiarity with APQP / AS9145 preferred.
- Operations, P&L, cash flow, and materials management is required.

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