



### **Business Unit Leader Vice President**

Join a growing, PE-backed, group of manufacturers supplying components principally to the aerospace industry as the Business Unit Leader for a factory under their metal-forming component business in the southern California region. The group of companies are consistently profitable, growing and have a wide range of airframe and engine manufacturing customers. The Business Unit Leader will lead the factory to continued profitable growth through expanding capacity, implementing and leading the business through a robust planning and SIOP process, and create a culture change within the business to increase accountability and efficiency. The key objectives of this position include:

1. **P&L Ownership and Growth:** Take a proactive approach to managing and improving the profit and loss performance of the business unit, ensuring customer satisfaction, and continuing to grow capacity in the business unit. This will be achieved through utilizing data-based decision making and properly integrating the sales inputs to the business with the planning and execution of the production.
2. **Drive Operational Efficiencies:** Provide top-down leadership and instill a more rigorous approach to management by metrics throughout the plant. Improve and develop a metrics-minded culture even further by performing daily Gemba walks, working with leads and supervisors to transfer knowledge and train their direct reports, and using ingenuity to get more out of less.
3. **Planning:** Improve the planning processes within the Business Unit to improve the communication processes between Operations and Sales and better optimize the flow of work into the business unit.
4. **Capacity Growth:** Develop and execute a plan for to increase the business unit's capacity quickly and profitably. Ensure that all growth in the capacity of the business is properly aligned with the SIOP and sales organization.
5. **Organizational Development:** Develop and take ownership of a positive culture at Bristol Industries which produces great quality parts in a safe manner and on time.

### **BACKGROUND AND EXPERIENCE:**

**Education:** A college degree is preferred. Technical major is preferred and an MBA or Master's is a plus.

**Experience:** 10+ years of management experience in manufacturing.

- Must currently lead a manufacturing group with revenues of \$40M+.
- Experience in a high-volume and high mix manufacturing environment.
- The ideal candidate will have experience in the manufacturing of fastener and fittings for aerospace, automotive or industrial applications including: nuts, bolts, screws, washers, couplings, clamps, or rivets.
- Experience machining of mechanical components is required, CNC machining and stamping experience is ideal.
- Previous experience in production planning/capacity planning is a preferred.
- Lean / Six Sigma / Kaizen training and on-the-job implementation experience is required.
- Knowledgeable about all operations areas including manufacturing, assembly, materials, shipping, production control, etc., as well as cost reduction, demand flow, and build-to-forecast.
- Comfortable with evaluating and managing financial statements and budgets.

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