



Join a leading developer and producer of high pressure, flexible and rigid tubing for a wide range of fluid management applications principally to the aerospace industry as **General Manager** for their business in the New England area. The General Manager will lead the company to continued profitable growth, selling into commercial aircraft, jets, general aviation, military aircraft, and helicopters, as well as space exploration and turbines. The General Manager will be based in the New England area. The key objectives of this position include:

1. **Revenue Growth:** Lead the company to profitable growth through expanding relationships with current customers and increasing NPI and development activities within the business.
2. **Profit Improvement:** Achieve or surpass profit margins on a monthly basis. Eliminate redundancies and develop a plan to exceed profit margins.
3. **Employee Safety:** Increase in personal ownership of safety performance by all employees and management, as well as an end to acceptance of unnecessary risk with employees.
4. **Senior Leadership Development:** Lead efforts to ensure upper level management is continually developed and coached to success.
5. **Product Quality:** Evaluate quality procedures and eliminate any non-value quality activities while increasing focus on the critical factors that impact quality.
6. **Culture:** Transform the site to emphasize two-way communication and authentic, present, and active listening. A shift in team culture and information sharing is needed.
7. **Process Improvement/Flow:** Manage a comprehensive and robust process improvement plan.

BACKGROUND AND EXPERIENCE:

The ideal candidate will have the following education, work history, knowledge and skills.

Education: Bachelors degree required. MBA a plus.

Experience and skills:

- 15+ years in leadership experience within an aerospace manufacturer, with 5+ years' experience at an engine component producer.
- The ideal candidate will currently be holding P&L responsibility with the title of General Manager, or the equivalent with P&L responsibility of at least \$40M.
- Open to candidates who are currently the Site Leader, Plant Manager, Site Manager, Director or VP level leadership of an aerospace developer and manufacturer.
- Will consider candidates who currently hold budget responsibility who will be moving to the P&L holding role.
- Prefer experience with a company that develops products/systems with intellectual property.
- The ideal candidate will have substantial commercial experience with complex contracts and customer negotiations.
- Experience in the production and development of aircraft engine components and their corresponding manufacturing techniques is required.
- Experience working with aircraft engine OEM customers is preferred.
- Training, certification and experience implementing continuous improvement, lean manufacturing, six sigma, etc. is required.

Contact: Nick Zanze / nick@bobsearch.com / 949-253-7746