



MARYMONT GROUP

**The
Marymont Group**

Annapolis,
Maryland

New York,
New York

Basel,
Switzerland

Frankfurt,
Germany

Confidential Position Specification
\$750 Million NYSE Diversified Aerospace and Defense Company

Sr. Director, Sales & Marketing



MARYMONT GROUP

CONFIDENTIAL POSITION SPECIFICATION

POSITION: Sr. Director, Sales & Marketing
COMPANY: \$750 Million NYSE Diversified Aerospace and Defense Company
LOCATION: California
REPORTS TO: Vice President, Sales & Marketing

COMPANY BACKGROUND

We are working with a leading \$750 million Aerospace and Defense Company to conduct an executive search to recruit a Sr. Director, Sales & Marketing for their aerostructures sector. This division designs, engineers and manufactures the largest, most complex contoured aerostructure components in the industry. Markets served include commercial aircraft, regional and business jet aircraft, military aircraft, commercial and military helicopters, and space launch vehicles.

POSITION SUMMARY

The Sr. Director, Sales & Marketing will drive Sales & Account Managers to focus on bookings, winning new business, and building the backlog to support AOP / LRP Growth. The new Sr. Director, Sales & Marketing will also represent the Voice of the Customer (VOC) and support Operations with critical feedback to ensure the Company achieves overall profitable growth goals, while maintaining and building existing customer relationships and developing new ones. Other responsibilities include ensuring customer expectations are clearly understood and met with regard to cost, quality and delivery and expanding work scope aligned with identified strategic growth initiatives and competencies.

RESPONSIBILITIES

The primary responsibilities of the Sr. Director, Sales & Marketing will include but are not limited to the following:

- Strengthen relationships with existing key customers and develop new ones to result in win-win strategic alliances
- Identify and obtain RFQ's for new and existing business consistent with growth objectives on identified growth programs
- Promote core competencies globally to increase penetration of markets served
- Win sufficient new business to achieve Company growth objectives
- Provide G2 necessary to keep the Company ahead of market trends and issues
- Coordinate effective estimating / B&P development methodology for the division and Company to win new business at acceptable margins, allowing the Company to achieve profitable growth objectives, taking full advantage of all Company core competencies to add value
- Expand scope and effectiveness of division Sales & Marketing Account Managers to represent ALL sites effectively at customers and lead the new business development effort



MARYMONT GROUP

- Drive key account management focused sales & marketing organizational structure to increase sales while achieving goal of customer intimacy and presenting one face to the customer
- Develop and provide direction to the Director, Sales & Marketing and Key Account Managers
- Develop promotional tools to improve Company image internally and externally
- Facilitate development of Annual Operating Plan, Long Range Plan, and Monthly & Quarterly Operations Reviews and associated meetings
- Drive the development of a disciplined, fully integrated New Business Development Process and identify and validate new product and service opportunities to augment existing division core competencies
- Coordinate with division Program Management for purposes of review & administration of contracts, developing proposals, preparing internal or external correspondence, resolving customer conflicts / problems / complaints, collecting outstanding AR's and monitoring / controlling deliveries to meet and exceed customer expectations
- Submit all required monthly and ad hoc reports on time
- Ensure coordination of inputs from various departments as required in support of proposal functions
- Ensure the division consistently submits quotes / proposals which meet and exceed customer expectations, are priced at the highest level the market will bear, and are submitted on time per customer requirements
- Ensure compliance with all Corporate Authorization procedures with regard to commercial activity / initiate and expedite Corporate Approval Process as required
- Developed disciplined MOS (Management Operating System) to support all of the above including regularly scheduled Staff Meetings

POSITION REQUIREMENTS

Qualified candidates must hold a Bachelor's Degree, preferably in Business, Engineering or a closely related discipline. MBA or advanced technical degree, though not required, would be a plus.

The Sr. Director, Sales & Marketing must have an extensive background with products and customers similar to those of the Company in both the commercial and military markets. Specific skills include, but are not limited to:

- At least 15 years of experience with a successful track record in sales and/or marketing management related to technical / industrial products, preferably Aerospace products
- Experience working at the Division level (multiple SBU's) with engineering application
- International experience is a plus
- Excellent written and oral communication and presentation skills
- Must be uniquely customer focused with the ability to effectively communicate with customers and/or vendors on complex issues and, as a result, develop strong, lasting relationships which will lead to both satisfied customers and to additional business
- Well-organized executive with the ability to delegate and generate trust both internally and externally
- Tenacity, persistence, patience, flexibility, and ability to work diligently with the customer, Group and SBU marketing staffs



MARYMONT GROUP

- A leader, motivator and a change agent with a long range vision capability
- Communication skills necessary to instill confidence, enthusiasm and influence others throughout the organization
- A visionary with the ability to communicate and sell new ideas in a manner that produces “buy-in”, both internally and externally to various customers
- Ability to identify critical problems and/or issues and, thereafter, recognize resulting areas of opportunity that will translate into increased business
- The ability to value analyze investments versus results and use this information to establish priorities
- Strategic insight to know and understand which products will likely succeed and why and how the division can best participate and add value
- A willingness to step forward, assume responsibility, and try new approaches to solve customer requirements
- Ability to focus attention on current details, yet keep an eye on long-term successes
- An individual with a strong conviction who will not accept the status quo or accept no for an answer, an inquiring mind
- An individual who challenges conventions, critiques processes, and looks for alternatives
- Open-minded with a willingness to accept input from others and evaluate opposing alternatives in the course of managing and achieving objectives
- Travel may be up to 60%, given the numerous global customers, vendors and multiple company locations
- Will be required to work in multiple and varied factory and office environments

COMPENSATION

A competitive compensation package will be offered to a successful candidate based upon years of experience and past salary history.

MARYMONT CONTACTS

Jeff Klein
Recruiting Manager
Telephone: (602) 512-9601
jklein@marymont.com

Matthew Toomla
Recruiting Manager
Telephone: (646) 442-8044
mtoomla@marymont.com

Todd Iarussi
Vice President
Telephone: (646) 442-8035
tiarussi@marymont.com

ABOUT THE MARYMONT GROUP

The Marymont Group is a global retained executive search firm offering innovative, first-class leadership solutions to the aerospace and defense sectors. Combining deep industry knowledge and a wealth of experience consulting and advising major corporations, our demonstrated results are unsurpassed in the market place. With major offices in North America and Europe, we are an industry-leading firm with a global footprint. Visit us at <http://www.marymont.com>.