



MARYMONT GROUP

The Marymont Group

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Germany

Confidential Position Specification
\$2 Billion Defense Services Company

Corporate Group President



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CONFIDENTIAL POSITION SPECIFICATION

POSITION: Corporate Group President
COMPANY: \$2 Billion Defense Services Company
LOCATION: Washington, D.C. Area
REPORTS TO: Chief Executive Officer

COMPANY BACKGROUND

We have been retained to recruit a Corporate Group President for a \$2 Billion Defense Services Company. Our client is a leading provider of Systems Engineering and Technical Assistance (SETA), Training and Operational Support services for the Department of Defense (DoD) and other U.S. Government agencies, as well as civil and international customers. The Company has approximately 10,000 professionals in more than twenty-four operating locations.

POSITION SUMMARY

The Group President will report directly to the CEO and manage a \$1 billion market segment. The successful candidate will lead the growth of one of the company's largest business areas and will have full management and profit and loss responsibility. Key initiatives will include top line growth, efficiency improvements, cost reduction, and overall program performance improvement. This is a highly visible position that involves a strong blend of people management skills and strategic vision.

Functions reporting to the Group President include manufacturing and engineering, finance, marketing and sales, contracts and quality and site / business leaders. The Group President will be responsible for the development of existing and new markets to expand the business and generate maximum profitability and customer satisfaction. He/She will be responsible for the successful execution of contracts / business, formulating and executing winning business acquisition strategies. Major goals of this position will be to significantly grow the top and bottom lines of the business by providing day-to-day guidance to direct reports as well as administration of the organization as a whole. This includes facilities and manpower planning, budget planning and the overall financial integrity of the organization. In addition, the new leader will provide for an effective quality control and continuous improvement process while maintaining the appropriate controls involved in managing the achievement of product quality, delivery and financial objectives while meeting customer requirements and expectations.

RESPONSIBILITIES

The Group President will be charged with developing and implementing a strategic direction for the Company and organizational leadership that achieves operational delivery, quality and financial objectives. S/He will be directly accountable for the operational and financial performance of the business, the implementation of Company policies and procedures, the development and penetration of addressable markets, and the achievement of long-term Company goals. In turn, the Group President will provide direct supervision, goal setting and career planning for the business.



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Major goals of this position will be to provide day-to-day guidance to direct reports as well as administration of the organization as a whole, and to fully integrate the business into the Company structure. In addition, the new leader will provide for an effective quality control and continuous improvement process while maintaining the appropriate controls involved in managing the achievement of quality, delivery and financial objectives while meeting customer requirements and expectations.

The Group President will ensure that business is conducted with the highest standards of quality and integrity. S/He will promote the philosophy and values of the Company among all employees and require a system for the high performance of all personnel through appropriate forms of employee development as well as the effective application of an employee appraisal system.

Primary responsibilities include:

- Monitor, assess and manage operational performance; conduct business operations reviews, develop performance dashboard, track key indicators and redirect resources as needed to spur achievement of business performance targets and goals, and drive customer satisfaction.
- Establish and refine disciplined, world class, business development and program management processes that meet the requirements of the Company and are effective and efficient. The processes must take into account the importance of importing the Company's capabilities and working within a multinational environment.
- Establish and build senior-level relationships with members of the U.S. defense and security establishments in relevant areas for the Company. Further, establish senior-level relationships with Company executives that provide products and systems for the defense and security domains.
- In coordination with the Company's group stakeholders, identify, analyze and make recommendations regarding potential M&A opportunities that enhance business capabilities providing profitable growth.
- Introduce and implement an employee driven system of metrics to monitor current status, establish goals and continually measure and communicate progress.
- Acquire a detailed understanding of customer specifications, requirements and underlying issues and insure that program teams are responding effectively to the customer.
- Establish an ongoing relationship with customers to insure that they have a continuing understanding of the capabilities of the Company and maintain a high level of customer satisfaction.
- Perform a risk analysis assessing customer risk perceptions and developing risk mitigation strategies.
- Direct bid and program management, assess business opportunities and mitigate risks.
- Launch and direct plans and actions to drive accomplishment performance improvement goals.
- Establish annual objectives and lead the Company in achieving the objectives.
- Establish strategy for achieving profitable growth and collaborate with all stakeholders to achieve agreement of the multi-year strategy and the associated tactics for success.
- Support periodic reviews of the business with the Company, the Board of Directors, and other stakeholders ensuring complete transparency.

Primary responsibilities in leadership & succession:

- Change Leadership – functional and business-wide.



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- First-class motivational, inter-personal and team-building expertise. Able to build support and effective coalitions at all levels with the organization.
- Excellent communicator; ability to apply common sense understanding to deal with non-standard situations and multiple variables.
- Strength and experience in mentoring and succession planning providing evidence to establish an organization that excels at the next / highest levels.
- Outstanding in people development.

POSITION REQUIREMENTS

Job Requirements

- Demonstrated success in leading a P&L entity, thorough knowledge and exceptional ability to develop business and win programs with the DOD (contractual vehicles, DOD budgeting process and U.S. legislative process), and know-how to manage multinational programs within the U.S. DOD environment.
- Solid management experience in disciplines such as engineering, operations, manufacturing and quality.
- Intimate knowledge of the defense and security markets and ability to identify, qualify and close both strategic and tactical opportunities through relationships with customers and industry.
- Possess and maintain established network of contacts in both government and industry.
- Must be able to obtain a U.S. security clearance.

Job Skills

- Must be a highly motivated and energetic leader with excellent judgment and decision making ability.
- Must possess a high level of integrity.
- Excellent communication, presentation, and customer relations skills.
- Ability to influence and make an impact in a highly-matrixed, international Company.
- Ability to manage and lead effectively in a rapidly changing business environment.
- Ability to achieve ISO certification where applicable.

Experience and Education

- A minimum of 15 years of experience in senior management positions in the defense /aerospace industry with a demonstrated record of successful business growth and performance. Must have previous P&L and business development responsibilities at senior levels.
- Experience in the management of DOD cleared facilities preferred.
- Undergraduate and Master's degree in a technical field with additional formal education in finance/business or equivalent related experience.

COMPENSATION

The Company offers a competitive compensation package plus comprehensive benefits and a relocation package.



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MARYMONT CONTACTS

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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>.