



MARYMONT GROUP

**The
Marymont Group**

Annapolis,
Maryland

New York,
New York

Basel,
Switzerland

Frankfurt,
Germany

**Confidential Position Specification
\$1.0 Billion Global High-Technology Advanced Materials
Company**

Director of Operations



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CONFIDENTIAL POSITION SPECIFICATION

POSITION: Director of Operations
COMPANY: \$1.0 Billion Global High-Tech Materials Company
LOCATION: New York / New Jersey
REPORTS TO: Vice President, General Manager

COMPANY BACKGROUND

We are working with a global high-technology advanced materials company to conduct an executive search to recruit a Director of Operations for a \$100 million manufacturing and repair division. This company has 4,000 employees and is one of the world's largest non-OEM providers of advanced coatings, repairs and replacement parts for gas turbine engines. The Company is also the only non-OEM company in the world that provides coatings, repairs, castings, manufacturing and overhaul from a single source. Customers include major airlines, military forces worldwide and industrial gas turbine engine owners.

POSITION SUMMARY

The Director of Operations is responsible for the operational performance and the profit and loss of the business with strict adherence to lean manufacturing practices and regulations, company guidelines, and customer requirements. S/he will also oversee, monitor, and document employee training, performance, and compliance of company policies and procedures. Responsibilities also include regular interaction with high-level customers and OEM's and formulating tactical and strategic business plans.

RESPONSIBILITIES

The primary responsibilities of the Director of Operations will include but are not limited to the following:

- Profit and loss responsibility for the operational performance of the business
- Assemble short (tactical) and long (strategic) plans to insure long term business success
- Partner with the VP/GM and the functional leadership team to drive business growth and profitability
- Build a strong team that includes clear succession planning. Consistently evaluate and improve team where necessary
- Coordinate and oversee all product flow and delivery requirements for multiple complex product lines
- Insure that all applicable customer and regulatory quality requirements are met on the products delivered out of their business
- Responsible for environmental, health and safety actions that meet or exceed all applicable regulatory requirements within the business
- Lead a cross functional group of hourly and salary production workers to achieve customer requirements and company financial plans
- Teach and engage workforce on the theory and application of lean manufacturing practices and drive positive change in the shop



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POSITION REQUIREMENTS

- 10+ years experience in a manufacturing aerospace environment
- Bachelor's degree in engineering or equivalent technical field. Advanced degree in technical field or business desired
- Analytical skills and the ability to masterfully plan and organize functions
- Deep understanding of lean manufacturing practices
- Strong communication skills: ability to interact with customers and represent the company
- Leadership abilities with a demonstrated track record of delivering exceptional results
- Potential for growth to move to larger roles in organization

COMPENSATION

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

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>.