

VICE PRESIDENT & GENERAL MANAGER

THE COMPANY

Our client is a \$30MM+ subsidiary of a \$2.0B multi-division corporation and the leading source for HF acid valves and related technologies. The parent company manufactures a wide variety of industrial products, including fluid handling, aerospace, engineered materials, controls, and merchandising systems. These products serve a range of markets, including municipal, industrial and commercial sectors.

LOCATION & COMPENSATION

This position is located in Long Beach, CA. Reporting to the President, this position will provide a competitive six figure base salary, significant incentive opportunity and stock option eligibility. A car will also be provided.

POSITION RESPONSIBILITIES

Manage marketing and sales, product development, engineering and operations. Grow current business as well as define new products and customers to improve the unit's long-term performance. Develop, communicate and implement annual business plan that includes sales, operating expenses, profitability and optimization of capital funds invested. Develop specific long-term plans and strategies in support of company's planned capital expenditures, operating budgets and financial requirements.

Responsible for ensuring that "intellectual capital" is treated consistent with company philosophy and management style. Manage staff to maximize the performance and contribution of individuals as well as to encourage internal growth and development. Actively participate in high-level corporate and group strategic planning and direction discussions, make recommendations, feedback and/or implement plans as they are finalized.

Manage for cost-effectiveness, products, services and working relationships with customers, vendors and independent selling organizations. Maintain a highly qualified staff that is motivated to continuously improve themselves and their performance to benefit company. Assist company with identifying potential acquisition candidates and participate in due diligence activities accordingly.

Function as the "Operational Excellence Champion", ensuring that the business unit's designated "Operational Excellence Leader" is fully supported to enable him/her to carry out initiatives, i.e., Lean Manufacturing, Cost Reductions, Six Sigma, Kaizen, etc.

IDEAL CANDIDATE PROFILE

A minimum of 10 years of experience with knowledge and background in an engineered products business where critical service applications exist, preferably in the power and refinery industries. Heavy emphasis is placed on sales and marketing expertise.

Proven track record of managing all aspects of a division or subgroup of a larger corporation, including strategic planning, sales & marketing, operations and financial planning and analysis. History of developing management talent to take on increased responsibilities and grow into higher levels of responsibility.

Demonstrated evidence of effectively managing change in a fast-paced environment. Strategically oriented individual with a demonstrated ability to diagnose and recommend business-related solutions that add value to business and achieve measurable results on time and within budget.

Strong interpersonal and negotiating skills, especially in dealing with controversial issues and multi-million dollar international sales proposals. Proven track record of utilizing Lean, Six Sigma, and other cost reduction processes to achieve operational efficiencies, improved customer satisfaction, and higher profitability.

REQUIRED CHARACTERISTICS

Self Development - high degree of curiosity and analytical capability and openness to new ideas. Results/Action Oriented - self-starter looking for solutions to problems through innovative analysis and creative solutions and a willingness to move quickly to change.

Demands the Best - set high standards of excellence for the organization and themselves. Hires the “best of the best” to achieve operating profits and goals. Self-confidence - Willing to constructively discuss contentious issues with all levels of management to reach the best solutions. Leadership - works well with all levels while being recognized as a natural leader. Well respected by senior management for clear and concise communication, teamwork and strategic thinking.

A demonstrated track record of success in leading operations with an emphasis on driving quality, continuous improvement and low-cost manufacturing and outstanding customer service

Bachelor’s Degree in Business or Engineering; Advanced degree (MBA) preferred.