

## **DIRECTOR OF ENGINEERING**

### **THE COMPANY**

Our client is a top tier, global aerospace supplier with major assets in Europe and the U.S. Its list of aerospace products is long and diverse, ranging from flight data systems and avionics equipment to aerostructures and hydraulic systems.

This engineering position is with an operating unit. Currently, the business unit has \$50MM in annual revenue with an aggressive strategy to extend its current product portfolio. This strategy is heavily dependent on the contributions of the Director of Engineering in providing necessary technical leadership to the organization.

### **LOCATION & REPORTING RELATIONSHIP**

Located in Metropolitan New York City (Tri-State) area, the Director of Engineering will report to the Vice President and General Manager of the operating unit.

### **COMPENSATION**

This position will provide a competitive six figure base salary complemented by a 20-40% target bonus. There is stock option potential. A full relocation package (not including the buy-out of an existing home) up to a specified dollar amount is available.

### **KEY RESPONSIBILITIES & FIRST YEAR OBJECTIVE**

The Director of Engineering is the focal point for all engineering activities related to the manufacture of sophisticated electrical/electronic products. The principal responsibilities include existing and new product design and development, support to manufacturing, and process engineering. The Director will lead a department of approximately 50 technical staff with 5-6 direct reports. This position will directly support manufacturing operations at two sites.

Specific duties of the position include:

Evaluates designs, specifications, manufacturing feasibility and costs, quality and reliability test data, marketing potential, and such other facets as may be pertinent

to the development of new or improved products. Creates detailed engineering budgets and implements necessary changes and adjustments as may be pertinent to the development of new or improved products. Maintains an effective system for project cost-performance reporting and analysis.

Prepares recommendations for consideration by management as to suitability for projects, i.e., which products should be researched and developed. Provides technical leadership and support in all marketing efforts, including expansion of existing product applications, integration of new techniques and materials. Plans for appropriate upgrading of staff and capital equipment to improve productivity.

Plans internal research and contractual development programs through joint consideration and collaboration with Marketing. Plans, organizes, and implements programs and directives, and maintains close surveillance over procedures to effect sound application of engineering principles and adequate exploratory research to ensure an acceptable, high-quality end product.

Performs liaison work with other departments such as Purchasing, Manufacturing and Contracts to provide or obtain services or information pertinent to functional needs. Confers with and assists staff personnel on day-to-day problems and procedures.

Maintains engineering liaison with customers in the resolution of technical issues involving product performance, quality and reliability. Participates with customer visits/presentations to help resolve product problems. Establishes and maintains strong collegial relationships with his counterparts in the other operating units and with the Vice President of Engineering Technology.

The primary objective in the first year will be the revamping of the department to provide contemporary technological capability. Assessment of requirements and placement of requisite talent will be major duties. Long term, the role provides technical engineering leadership locally and within.

## **CANDIDATE QUALIFICATIONS**

### **Technical Characteristics**

Candidates must have 10-15 years of graduated and progressive experience in aerospace engineering. Contemporary technical competence and knowledge of industry practices are essential. Broad knowledge of customer and supplier requirements is expected. Candidates must possess comprehensive design and development experience with aerospace electronic systems, ideally to include secondary power conversion products, control panels and proximity sensing systems. Finally, candidates must have a proven ability in project and program management.

### **Professional Characteristics**

The principal prerequisite to successfully carrying out the Director's function is effective leadership skills. Evidence of past success in leading engineering organizations to high levels of achievement will be confirmed with candidates. The ability to quickly and correctly assess personal performance, and to guide and motivate excellence in a team environment is paramount. Candidates must have excellent communications/listening skills and must assume accountability for team goals and results. Interpersonal effectiveness (e.g., building and maintaining relationships) internally and with customers and suppliers is imperative to the successful fulfillment of this role.

Other traits that will be evident in the ideal candidate are intelligence, enthusiasm, self-confidence, flexibility, intellectual curiosity, sensitivity and accessibility. The successful candidate will have an established reputation as a champion of business growth, a source of technical knowledge, a problem solver and a person of absolute and unquestioned integrity.

### **EDUCATION**

An undergraduate degree in engineering is required. While other engineering degrees will be considered (for example, Mechanical Engineering), a BS in Electrical or Electronic Engineering is preferred. An MSEE is highly desired.