

OVERVIEW

Compensation	\$180,000 - \$200,000 + \$15,000.00-\$30,000.00 Bonus Potential + Benefits
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Location:	Florida (West Coast, Onsite)
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Industry	Aerospace Manufacturing
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The General Manager position is responsible for leading/directing day-to-day operations and provides a disciplined, structured environment for managing an aftermarket business unit that is on a strong growth curve. A significant revenue stream for the site involves design, development and qualification of overhaul and repair product and technologies. The General Manager must have broad bandwidth to drive customer-driven technical, quality and site P/L performance. The General Manager’s contribution to the Company is to provide leadership developing an effective organization focused on continued growth in a safe environment and encouraging active participation at all levels to drive outstanding performance.

The General Manager will have responsibility for the Florida manufacturing facility which is privately held and focuses on aerospace component manufacturing and repair.

- Aerospace / defense manufacturing environment
- Manufacturing Processes
- ERP System
- Small but growing facility: Projected growth to approx. 70 employees within the next 3 years
- Strong relationships with major aerospace customers
- This facility will be larger and busier than the current operation and requires a leader capable of scaling.

Operational Leadership

- Lead day-to-day plant operations
- Oversee production, engineering, and quality functions

Customer & Program Management

- Work closely with major aerospace customers
- Support New Product Introduction (NPI) programs
- Ensure operational readiness for increased demand

Team Leadership: Cross Functional Department Direct Reports (approx. 8 in count)

REQUIREMENTS AND IDEAL MATCH

Facility Growth

- Oversee operational readiness for facility expansion
- Support transition into new operational space

Leadership Style Required

- Operationally strong and people-focused
- Comfortable in smaller entrepreneurial environments
- Able to build teams and culture
- Decisive but collaborative
- Customer-facing and relationship-driven

Ideal Background

- Aerospace manufacturing
- Defense manufacturing
- Precision machining environments
- MRO or NPI-driven organizations

PRIMARY RESPONSIBILITIES

- Manage team members to ensure adherence of business metrics for quality, cost and schedule
- Provide a safe work environment for all employees with adherence to Environmental Health & Safety best practices
- Direct and manage cost goals and process improvement initiatives for efficiency of operations
- Champion change for product innovation driving continuous improvement and lean principals
- Foster open communication across the organization including 1 on 1, staff and all hands meetings
- Establish strong and effective communication with customers creating a loyal customer relationship
- Strive to continuously build talent across the organization with feedback and coaching guidance
- Inspire and motivate team members to achieve their best and pursue goals for personal growth
- Develop long and short-term strategies to formulate effective goals aligned with the organization's overall strategy for market growth

- Evaluate, interpret, and incorporate financial data to enhance decision making and meet financial goals
- Adapt quickly, smoothly and appropriately in response to business and market changes
- Maintain adherence to FAA safety sensitive testing and training
- Effectively build and lead teams within the organization to share the common mission and vision
- Strong display of commitment and dedication for taking on new challenges for future opportunities

QUALIFICATIONS / EXPERIENCE REQUIRED

- BS degree in Engineering/Manufacturing or 10 years of experience in Manufacturing field with High School diploma (documentation required)
- Minimum of 10 years of aerospace/aviation experience in leadership role with direct reports
- 5-years' experience in a FAR 145 facility
- Must meet the ITAR definition of US Person(s) - documentation required
- Candidates must possess strong leadership skills and interpersonal skills, and have the ability to work effectively with a wide range of constituencies in a diverse community
- Candidate must demonstrate a strong ability to drive and deliver results
- Willingness and ability to travel domestically and internationally, if needed, without restriction and, upon request prior to travel, must be able to provide any documentation that may required by the country of destination for entry
- Intermediate knowledge or higher Microsoft Office software (Excel, Word, Outlook, etc.)
- Knowledge and experience relating to ISO 17025, 9001 and AS9100
- Must be able to communicate information to others and comprehend information, both verbally and in writing, in English
- Ongoing FAA Testing and Training Required
- Pre-employment FAA drug testing is required for hire

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, genetics, or protected veteran status and will not be discriminated against on the basis of disability.

APPLY: E-mail resume to: careers@martins-ig.com | Tel 866-451-4405 | www.martins-ig.com

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GENERAL MANAGER

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