

Position Specification

Automatic Door Manufacturing Vice President of Manufacturing Operations

The Company

Our client designs, manufactures and sells automatic doors. They are focused on providing engineered access solutions for people-oriented environments. The company does custom manufacturing and their product range includes automatic sliding, swinging, folding & revolving doors, service windows, controls and operators for commercial and industrial applications and platform screen doors for light and heavy rail. Their doors meet or exceed the exit requirements for every major code in the United States, as well as providing compliance for the Americans with Disabilities Act (ADA) and Metro-Dade. The company is roughly \$90 million in revenues.

They have had some recent challenges related to a challenging software implementation. Due to these challenges and recent management changes, the company has identified the need to hire a Vice President of Manufacturing Operations to lead the company's overall operations with a specific focus on improving the quality and reliability of the company's operations.

The Position

Location

Southwestern United States

Overview

This position will be responsible for all aspects of manufacturing operations for this Division which includes plants in Corpus Christi, Texas (Division HQ) and Matamoros, Mexico. The Vice President of Manufacturing Operations will be a hands-on leader who is collaborative, strategic and detail-oriented, with proven operations, supply chain, logistics, quality and management experience. The primary focus will be developing and executing an integrated operations strategy which delivers low cost, high quality products and delivers industry-leading flexibility, quality and customer satisfaction. This person must have a strong focus on throughput.

Reporting Relationship

This position reports to the Division President. Reporting to the Vice President of Manufacturing Operations will be the Production Manager, Maintenance Manager, Purchasing Manager, Engineering Manager, Materials Manager and Master Scheduler. This role will also represent the company to multiple constituencies including outside vendors, customers and industry associations.

Travel

Travel up to 40%

People Leadership

- Ensure key roles are filled with people who possess the aptitude, skills and drive necessary to meet growth and financial objectives.
- Employ sound leadership skills to build trust and engage a high performance, results-driven, customer intimate team.
- Create a compelling vision, gain buy-in and support the team to execute on the vision.
- Implement regular two-way communication processes that ensure consistency of focus.
- Provide opportunities for Team Members to increase their effectiveness, achieve ambitious performance goals as well as their personal growth objectives to ensure appropriate succession strength.
- Develop a culture of execution through focused performance goal setting, coaching, letting neither good nor poor results go unnoticed and actively removing barriers to success.
- Provide and ensure sound, consistent operational processes built upon industry best practices and those that represent peak efficiency.
- Ensure the commitment to customer service is upheld through demonstrated decisions and actions made by the organization.

Business Strategy / Business Development

- Effectively balance the need to grow and enhance customer loyalty with the need to maintain efficiency, costs and terms that achieve the division's financial goals.
- Lead manufacturing operations' strategic planning process, from development through to implementation, ensuring all business plans, operating and capital budgets support the organization's goals.
- Identify, evaluate and establish operations' plans for growth opportunities including flexible manufacturing.
- Constantly evaluate market conditions and build a network of contacts that will ensure the Business Unit has access to all opportunities consistent with its strategic goals.

Operational and Fiscal Accountability

- Function as a member of the executive team and contribute to strategic management of the division.
- Recommend and implement strategic changes in manufacturing throughout the organization. Lead operations to drive a result for world-class manufacturing management operation.
- Build and maintain dealer / distributor, retailer and professional channels.
- Manage and improve operations that feature high product mix and short lead times.
- Build, develop and manage operations leadership team capable of carrying out needed operations strategies.
- Ability to optimize operational competencies that support the business strategy.
- Implement the operations plan to drive significant process improvement to drive bottom line performance.
- Ensure that the operations capacity is defined and expanded; ensuring continued improvements and enhancements are made in an effort to have them operated in a safe, secure, efficient and effective manner.

- Continually assess and benchmark operational processes with those of other product and service providers and leading organizations outside the industry to promote the highest levels of effectiveness and efficiency.
- Ensure appropriate reporting tools are in place to monitor results with a focus of driving continual improvement, efficiency, and effectiveness of key business processes.
- Optimize resources, including inventory, facilities, budget dollars, physical and capital assets, and talent.

The Candidate

Education

Bachelor's degree is required, MBA is preferred. Previous training in Demand Flow, Lean Manufacturing, Kaizen, Kanban, Six Sigma, ISO 9000 is preferred.

Professional Qualifications

- Minimum 15 years' business and operations leadership experience in multiple network manufacturing environment with the responsibility to lead strategic planning, execution, growth and change management through operations team.
- Experience with component manufacturing and final product assembly business that serves a very demanding customer base.
- The ideal person would have solid experience in custom manufacturing in metal framing / metal working, milling, fabrication, electro-mechanical, manufacturing engineering, etc.
- He or she must have working knowledge in electro-mechanical manufacturing in both standard and custom. Work experience in Mexico is a must and being bi-lingual (English / Spanish) is preferred.
- Six-Sigma black belt certification preferred, experience with lean manufacturing processes.
- Experience dealing with Labor Relations in a unionized environment.
- Must possess strong collaborative skills and demonstrated ability to work and partner with peers to execute business objectives.
- Results driven, with a strong focus on growth and an understanding of the nuances associated with running a large, diverse and multi-location manufacturing organization.
- Ability to influence and interact within a matrix based organizational structure and external stakeholders.
- Must have a proven track record of transforming strategy into an actionable plan that delivers measurable business results.
- Solid experience fixing bottlenecked processes and focusing on throughput.
- Proven track record of mentoring and developing individuals and teams. Demonstrated work ethic coupled with a healthy fear of failure.
- Strong business focus, not just operationally focused.
- Substantial project management skills.
- Demonstrated experience in creating an atmosphere of strong employee involvement and participation as well as continuous improvement.
- Successful track record of developing, changing and growing a business functional area.
- Experience working in an organization which has a strong ERP system—Oracle experience would be a plus.

Personal Characteristics

- Strong personal presence, professional, self-confident and infectious sense of urgency.
- Excellent interpersonal and communication skills.
- Demonstrated ability to lead and communicate with people all at levels of the organization. Must be comfortable on the plant floor and with customers.
- Proven track record of leading successful change management initiatives and supporting cultural shifts.
- Focus on outstanding execution, willing to hold people accountable, ability to deal with ambiguity, and must not be a “yes” person.
- Relationship building and maintaining clear lines of communication with individuals based on a high degree of trust and credibility.
- Able to see current trends, predict future impact of these trends on the business and potential solutions and opportunities related to these trends.
- Comfortable with a high degree of structure yet also possessing a strong personality.
- A servant leader with hands-on operational style and strong administrative skills.
- Unquestionable character and integrity coupled with a high degree of humility.
- A proven track record of attracting, motivating, developing, and retaining talented people.
- Demonstrated leadership, working with senior level executives in a fast-paced environment.
- Past track record of growing and developing a positive and effective culture.
- Proven ability to determine key business issues and develop action plans.
- Must be analytical, self-motivated, a problem solver, with a strong attention to detail.
- Ability to balance multiple projects and meet necessary deadlines.
- Smart, humble, a team-player with excellent listening skills.
- An energetic, warm, articulate, proactive, and mature executive with a keen and broad-based business sense, bottom-line orientation, and the ability to function as a senior strategist. Must be a key member of the company’s senior management team while not losing touch with details.

To learn more about this opportunity or provide a confidential referral, please contact:

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