

Operations: Director, Operations

Responsible for all or a major portion of processing operations in a plant. Responsible for production operations, maintenance, plant engineering, safety, quality control, scheduling, accounting and personnel. Promotes good relations with community, government agencies, customers and union representatives. May conduct or participate in labor negotiations and administer wage, salary and bonus programs in accordance with corporate policies.

Management Role

Directs through lower management levels. Has responsibility for managing a function that includes multiple related departments.

Policy and Strategy

Establishes policies appropriate for the function. Interprets and recommends modifications to company-wide policies and practices. Responsible for the development of manufacturing policies and procedures.

Freedom to Act

Objectives are defined in collaboration with senior management and results assessed from a relatively long-term perspective.

Impact

Decisions have a serious impact on the overall success or failure on area of accountability. Erroneous decisions or recommendations may cause critical delays or modifications to company projects or operations causing substantial expenditure of time, human resources and funds.

Liaison

Interacts with senior management and others concerning matters of significance to the company. Conducts business and technical briefings for senior and top management and for external representatives.

Operations Involvement/Direct Work Involvement

Responsible for providing leadership to the Manufacturing Operations function for the Business Area, and for managing and developing all Operations staff. Responsible for forecasting production-related labor and facilities requirements, effective coordination between Manufacturing Operations and the other departments involved in producing goods and the maintenance of production equipment. Ensures all contractual commitments are met in a cost effective manner, incorporating XLSS continuous improvement initiatives. Performs all of the usual and customary duties related to managing subordinate(s). Directs the activities of all Process Focus Teams and the Advanced Manufacturing Engineering and Process Control groups. Produces goods on schedule, within authorized cost levels, at the highest quality level possible, and in compliance with Environmental, Health & Safety regulations and best practices. Contribute and work with the Sr. Director of Operations in establishing the long- and short-term business plans and objectives for the Business Area. Develops tactical plans for labor, resources and capacity necessary for functions managed that maintain an effective balance between short- and long-range objectives. Provides resources and capabilities to support integrated supply chain activities. Maintain effective working relationships with the bargaining unit in order to establish the proper working environment for continuing operator productivity improvements. Ensures manufacturing equipment is maintained and used in an efficient manner. Ensures effective relationships are maintained with other functions contributing to the production of the Business Area's goods. Directs and executes Internal Research and Development projects consistent with business objectives. Other related duties and special projects, as assigned.

Minimum Education and Experience

Twelve or more years of applicable experience in electronics manufacturing in a collective bargaining environment. Experience in a military electronics manufacturing environment preferred. Five or more years of supervisory management experience. A working knowledge of multilayer circuit card assembly, microelectronics fabrication and

assembly and electronic assembly operations. Ability to lead a diverse workforce and provide an effective and efficient work environment. Ability to direct and manage multiple projects simultaneously, under frequently changing priorities. Excellent written and verbal communication skills. Ability to obtain a "top secret" security clearance. Ability to operate under tight deadlines, schedules and cost pressures. Bachelor's degree in a business, engineering or scientific discipline. Advanced degree preferable.