

# Program Management: Senior Program Director

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Directs all phases of programs from inception through completion. Responsible for the cost, schedule and technical performance of company programs or subsystems of major programs. Participates in the negotiation of contract and contract changes. Coordinates the preparation of proposals, business plans, performance Statement of Work (SOW) and specifications, operating budgets and financial terms/conditions of contract. Acts as primary customer contact for program activities, leading program review sessions with customer to discuss cost, schedule, and technical performance. Establishes design concepts, criteria and engineering efforts for product research, development, integration and test. Develops new business or expands the product line with the customer. Establishes milestones and monitors adherence to master plans and schedules, identifies program problems and obtains solutions, such as allocating resources or changing contractual specifications. Directs the work of employees assigned to the program from technical, manufacturing and administrative areas.

## **Program Complexity**

New or established development, production or services program(s) for large systems.

## **Customer and Subcontractor Complexity**

Program(s) serves multiple customers and requires developing and coordinating program requirements with multiple subcontractors across business areas and companies.

## **Span of Control**

Program(s) may be contained at one primary or multiple geographic locations and may have multiple remote sites. Includes extensive coordination with executive management.

## **Technical Requirements**

Applies advanced principles, theories, concepts, and techniques to provide solutions to a variety of program requirements. Develops solutions to complex problems that require the regular use of ingenuity and creativity. Contributes to the development of new principles and concepts to solve complex highly innovative and ingenious problems. Requires coordination across multiple program requirements. Moderate to high risk.

## **Financial Impact**

The financial risk associated with execution of program(s) is moderate to high. The financial risks are dependent on the specifics of the program(s), such as program size/complexity, strategic importance, contract type, technical risk, profit margin, growth potential, interdependencies between programs will lead to tradeoffs etc. Opportunities for moderate to high growth in the near term. Cost overruns will impact profit and have a moderate to high impact on winning new business. Multi-year forecast represents a key factor in the company's strategic business objectives.

## **Impact**

The schedule and technical risk associated with execution of the program(s) are moderate to high. The schedule and technical risks are dependent on the specifics of the program(s) such as program size/complexity, strategic importance, contract type, growth potential, etc. Failure to meet schedule and/or requirements will cause expenditure of significant additional time, human resources, funds, jeopardize future business activity, and affect the financial, employee and public relations posture of the company.

## **Scope**

Responsible for managing cost, schedule, performance and stakeholders of large complex programs which are of moderate to high risk. Provides oversight for numerous programs. Responsible for program staffing for all programs under purview. Resolves issues and/or team conflicts escalated through the Program Managers. Champions continuous process improvement. Provides regular status reports to executive management. Responsible for business

development initiatives. Will manage proposal efforts. Responsible for organization, Division or business area programs. Direct reports may include Senior Program Managers, Program Managers, or Technical Leads.

**Minimum Education and Experience**

15+ years of project, program or related experience. BS required. Engineering, science or technical BS/MS desired. MBA desired. Experience managing government contracts required. PMP or equivalent required. XLSS green belt required.