



TYGES®

Aerospace and Defense Business Unit
Executive and Professional Search Firm

August 16, 2013

AUGUST 2013

LATEST NEWS FROM TYGES INTERNATIONAL- AEROSPACE & DEFENSE BUSINESS UNIT

TYGES: *Why Choose Us?*

By: Andrew Beccue- VP/GM of TYGES Aerospace & Defense

In many areas of business, competition increases the sense of urgency and has a tendency to raise the bar on performance. However, in the Executive search business, the opposite is true. The professional search industry deals in the most delicate and most volatile elements in existence- people. When dealing with individuals and their careers, it is of the utmost importance to keep in mind professionalism, integrity, respect, confidentiality, and ethics- to name a few. When multiple recruiters are involved in conducting the same search, it is likely these factors will be compromised.

Top candidates tend to be bombarded by various recruiters presenting them with opportunities. These are top candidates because they are proven performers- and they are very busy. They cannot afford to spend time with multiple recruiters discussing the same opportunity because each recruiter will present the same position differently. For most sought-after candidates, if multiple recruiters contact them for the same position, they will not consider that position.

Another factor to consider is your own convenience. When working with multiple search firms, the employer tends to carry the burden of sorting out the candidates, settling disputes between search firms on who presented a candidate first, and worrying that recruiters are presenting the same candidates to other companies. When working exclusively with one search firm, the exclusivity goes both ways- you work with one search firm and the candidates are presented only to you.

When working exclusively with one search firm, there is a level of accountability that is not present when there are multiple firms engaged on the same search. One firm is responsible for arranging all interviews, one firm is asking the same questions of each candidate, and one firm is held accountable if any difficulties arise or the search criteria changes.

If you are comfortable with the capabilities of the search firm you have selected to partner with, then using them as the only provider makes the most business sense. If you are not confident with a search firm's capabilities, you are better off finding another firm and using that firm exclusively instead of throwing the search out to the masses.

So, why choose us for your search needs? Because at TYGES, we're in the people business and helping you find the right people for your business is what we do best.

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Available Impact Players:

◆ Director/VP-level Aerospace and Defense Quality

Management professional: This candidate is seeking a new opportunity in the Southern United States. Strong experience in the areas of AS9100, ISO, FAA, EASA, and Mil-Std requirements. Candidate has turned the culture around in a defeated Quality group and has improved the company's supplier rating from red to gold with two major OEM customers. Currently leads 2 Quality Managers, 10 QEs, over 30 inspectors, and 6 technicians all of which span multiple business units. Has previously had the responsibility for the Quality groups across 7 locations and multiple product lines that include software, hardware, and electronics manufacturing. Candidate is looking for an opportunity to step into a company that needs leadership and strategic vision within a Quality organization.

◆ Product Development & Engineering Management

Professional: This candidate is seeking a new opportunity on the West Coast. Candidate has a PhD, MS, and BS in Engineering disciplines with a technology expertise in the area of Photonics; lasers, EO/IR, optics and LED's. Proven experience leading Engineering and Product Development teams and taking companies from \$10/\$15M in revenue to \$100M in revenue. All of this experience has been around systems engineering with a career covering military, government, and commercial products and customers.

◆ International Contracts & Export/Trade Compliance

Professional: This candidate is seeking a new opportunity in the Southeast. Bachelor's degree in Business with 20+ years of stable work history and strategic progression through Raytheon, LMCO, ITT, and Harris. Recently caught in an unexpected lay-off of 30% of the companies work force for an organization she was asked to join to help grow into international markets. Solid foundation and knowledge of FAR, DFAR, DFARS, and EAR with recent 15 years of recent expertise in FMS, FMF, and EAR contracts requiring regular exposure to ITAR and Compliance - TAAs, MLAs, and DSPs.

Contact Andrew Beccue for more information on what these incredible candidates can bring to your organization.

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Featured Positions We Are Currently Looking to Fill:

◆ **Product Line Manager:** Seeking a Product Line Manager with extensive experience with product line technology and an ability to integrate the "voice of the customer". Market segments include: Ground Vehicles, Aircraft, Surface and Submersible Sea, and Weapons.

◆ **Director of Purchasing:** Seeking a Director of Purchasing. Responsibilities will include: interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. The DOP will support the selling function and will carry out a variety of tasks and will be responsible for the maintaining proper inventory levels, inventory mix, and overall efficiency and profitability of the product line.

For more information on these positions, please contact:

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Connecting Great People with Great Companies