



TYGES®

Aerospace and Defense Business Unit
Executive and Professional Search Firm

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LATEST NEWS FROM TYGES INTERNATIONAL- AEROSPACE & DEFENSE BUSINESS UNIT

Happy New Year! We want to thank you for your subscription.

Each month, we want to make you aware of outstanding candidates with whom we are currently engaged. These candidates might be of value to you or a colleague. We also want to let you know about some of the opportunities we have with our client companies. Take a look at this information below and feel free to spread the word.

Made It Through the Downturn But Is It Time to Jump Ship?

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

For employees who hold onto their jobs during corporate downsizing, shouldering more work without complaint became business as usual. In fact, you may have been grateful to be employed while others around you were impacted by layoffs. As the economy improves, the overworked begin to wonder if they can strike a better deal elsewhere, and headhunters are on the prowl for the discontented. Now may be the right time for you to change companies, especially if the prospects of a raise or promotion from your current employer are slim.

While the number of unemployed workers vying for the same jobs means there's more competition, it's not necessarily stiffer competition.

Indeed, the fact that so many who apply for a job are out of work can give a fully employed candidate an advantage. Companies often prefer passive candidates who are still working. Someone without employment gaps looks more attractive to them. Just by virtue of your employment status, your resume might advance past the weeding-out process because you're demonstrably wanted. Someone who has kept a job through serial downsizing is assumed to be a valued top performer and, to companies looking to rebuild, being steadily employed suggests you're stable and loyal, and therefore more likely to provide a return on investment should you be hired.

Fair or not, hiring authorities make assumptions about people who are out of work for more than a few months. Either they aren't trying hard enough or they don't have what it takes. In good times and bad, employers would always rather hire an 'A player.'

Aerospace & Defense Team

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Available Impact Players:

◆ **Senior Program Management Professional, PMP/MBA:** This Senior PM has worked for top-tier aerospace/defense companies for the last 10 years and currently leads a world-wide PMO team. In addition to the role as PM, this candidate has served as Capture Manager, Subcontracts PM and Supply Chain Manager. Managed a supply base portfolio exceeding \$1.2B annually with up to 14 direct reports.

◆ **Senior R&D Engineer:** Experienced Senior R&D Engineer with management functionality at a major defense contractor. Currently leads the business capture, project executions, and customer interactions on major multidisciplinary defense R&D projects for customers such as DARPA and AFRL. Has experience transitioning R&D projects to both programs of record and commercialization, including export licensing. Looking for a senior position in a technical firm with "upward mobility" into senior management.

Contact Andrew Beccue for more information on what this incredible candidate can bring to your organization.

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Featured Positions We Are Currently Looking to Fill:

◆ **Site Leader / General Manager:** We have a client who's looking for a GM to manage one of their sites in upstate NY. This individual will be accountable for the current and long-term profitable operation and growth of an independent operating unit that controls its own operations, marketing and sales and development capabilities for one or more product lines. Responsible for effective planning, delegating, coordinating, staffing, organizing, and decision making to attain desirable profit making results for the organization. The ideal candidate will have at least ten years management experience or equivalent, along with experience in the manufacturing technology industry or related field (prior defense customer experience a plus).

◆ **Director of Operations:** An ISO 9001/AS 9100 certified aerospace company with extensive experience supporting commercial and military OEM's and Tier 1 Suppliers is looking for a Director of Operations in the Southwest. This person will be a catalyst for optimizing on-time delivery of products while executing continuous improvement initiatives on all operational fronts. Reporting to the President, the Director of Operations will be responsible for manufacturing operations, supply chain, manufacturing engineering, EH&S, material control, assembly/test, procurement, production control, and shipping & receiving.

If you would like more information or you would be a good fit for these positions, you may send your resume to Andrew.Beccue@tyges.com

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