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Aerospace and Defense Business Unit

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LATEST NEWS FROM TYGES INTERNATIONAL- AEROSPACE & DEFENSE BUSINESS UNIT

Career Development: *Can I Get My Manager to Help Me Reach My Career Development Goals?*

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

Most employees get few opportunities to discuss career development with their bosses - at least that's how they see it. According to a recent survey, 69% of the respondents reported meeting with their bosses only once a year to discuss their careers. Of the people who participated in the survey, only 16% had meetings every six months.

Career development is a significant factor in employee retention. Top employees need to know where they are headed and that they have the support of management to get there. Clearly, a once-a-year cursory discussion of career plans during the course of a review is not sufficient.

Ideally, ongoing input and feedback are needed to ensure both maximum performance and employee satisfaction. Some companies now adopt a more informal approach to the review process in which they sit down with employees as frequently as every month to help them develop and grow and to catch small problems before they become big problems.

Employees should always be on top of their own career development plans. If they feel that they are not getting good feedback, they need to take the initiative and seek out opportunities to meet with their bosses. Often the pressures of work simply cause these occasions to be postponed, but they need to be a priority.

Available Impact Players

♦ **Director of Programs / PMO Professional:** A Program Manager who has experience in receivers and transceivers with an eye for leadership and strategy is seeking a new opportunity in the Pennsylvania area or Austin, TX area. This candidate has achieved a PMP with their credentials and has a BSME and an MBA.

Aerospace & Defense Team

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◆ 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:

◆ **Sr. Product Manager, Defense:** Seeking a Product Manager for the role of developing the product strategy and product plan for motor vehicle parts for the Defense market. Will be responsible for leading cross functional teams and delivering program objectives. Candidate must be capable of interfacing with multiple functions (sales, engineering, manufacturing, etc) and building effective teams.

◆ **Sr. Program Manager-** Seeking a Program Manager to be responsible for the cost, schedule and technical performance of programs. Will direct all phases of programs from inception to completion. Must have a bachelor's degree in engineering or business; an advanced degree is preferred. The candidate must have at least 15 years of experience in managing DOD programs or businesses that provide product development or support to the US Armed Services. Candidate should also be certified in Project or Program Management (ITIL, PMI, PMP, etc.).

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