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JOB POSTING

Job Title: Director of Product Development	Job Level: Professional V Status: Salary Exempt
Reports To: Ex VP	Department: Product Development / Engineering
Location: Lincoln, NE	Posting Date: October 2018

Job Summary:

Manages the cost, development and scheduling aspects of funded development programs from inception through completion. This includes pre-award activities such as coordination of new project proposals and capture activities. Execute product concept through development of a deliverable product via full cycle style project management. Manage and coordinate the efforts of project team members and third-party contractors or consultants to deliver projects according to plan.

Duties and Responsibilities:

Program Performance Management

- Direct all phases of programs from inception through completion. Establish design concepts, criteria and engineering efforts for product research, development, integration and test.
- Lead all program execution activities related to staff, schedule, budget, and performance.
- Responsible for cost, schedule and technical performance of programs.
- Establish milestones and monitor adherence to master plans and schedules.
- Responsible for earned value and risk/opportunity management throughout the program.
- Identify program problems and obtain solutions, such as allocation of resources or changing contractual specifications.
- Assure contractual obligations are clearly defined and communicated to all members of the program team; coach and guide for successful program execution.

Resource Management

- Coordinate with Quality, Technology and Operations managers to select and motivate effective program execution teams on assigned programs.
- Participate in subcontractor selection and management.
- Coach, mentor, motivate and supervise project team members and contractors, and influence them to take positive action and accountability for assigned work.

Program Administration

- Coordinate preparation of proposals, program business plans, statements of work (SOWs), product and service specifications and budgets.
- Participate with key business development, engineering, production, finance, legal and other personnel to develop and negotiate contract terms and conditions, and negotiation of contract changes.
- Develop best practices and tools for project execution including project planning and status reporting templates.
- Conduct project review analysis and create close-out reports to identify successful and unsuccessful project elements.

Customer Support

- Conduct primary program interface with the customer; assure customer expectations are consistently matched with contractual obligations throughout the program.
- Interface frequently with Customer personnel at all levels. Act as primary customer contact for program activities, leading program review sessions with customer to discuss cost, schedule, and technical performance.
- Other duties as assigned

Supervisor Responsibilities:

Directly manage teams of Project Engineers, Design Engineers and CAD Technicians.

Knowledge, Skills and Abilities:

- Demonstrated performance in a tightly-resourced, high-growth and/or start-up organization.
- Demonstrated ability to lead technical and cross-functional teams.
- Clear understanding of financial and broader stakeholder issues driving strategic decision-making across all functional areas.
- Proven ability to drive change and create rapid, measurable improvements.

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- Sense of urgency to meet customer requirements and a passionate commitment to customer service and satisfaction, coupled with a proven ability to inspire customer trust and confidence.
- An open and transparent leadership and peer group interaction style.
- Collaborates with other functional leaders in the continuous improvement of his or her individual and team performance.
- Leadership by example through extraordinary personal energy and enthusiasm, constructive assertiveness, proactive innovation, and a strong work ethic.
- Commitment to the highest standards of business integrity and conduct.
- Superior written and verbal communication and presentation skills (Must be fluent in English).
- Must have strong problem-solving skills and a desire to create solutions.
- Ability to professionally interact with internal and external customers; respond to common inquiries or complaints from customers and regulatory agencies.
- Prior experience working under tight deadlines with shifting priorities.
- Must have the ability to work in sensitive and confidential situations.
- Ability to define problems, collect data, establish facts, and draw valid conclusions with ability to deal with abstract and concrete variables.
- Must have above average MS Office and ERP experience.

Education & Qualifications:

- Bachelor's Degree in Engineering; Master's preferred.
- Program Management Professional (PMP) certification, strongly preferred
- 15+ years of program management experience in the aerospace or automotive industry (preferred) or within an engineered products environment that required significant product development and custom engineering prior to transition into production.
- Working knowledge and experience with advanced composite materials and/or advanced composite part fabrication processes preferred.
- Demonstrated risk/opportunity management experience and requirement analysis.
- Strong previous customer interface in contract-driven environments with complex sets of deliverables.
- Understanding of Configuration Management (EPDM)

Physical Demand & Work Environment:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is moderately required to sit for long periods of time at a computer and use hands to finger, handle, or feel. The employee is frequently required to stand, walk, reach with hands and arms; stoop, kneel or crouch; talk and hear. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, and ability to adjust focus.
- Travel approximately 30% of the time within the US and Internationally, with the ability to travel on short notice. This position works primarily in an office setting however may occasionally work on the plant production floor or in the field and therefore subject to all weather conditions sometimes to include extreme cold and heat. The work described while working in on the production floor or in the field will require wearing all required PPE depending on circumstance which may include: safety glasses, hard hat, ear protection, leather gloves, safety vest, safety harness & steel toed boots.

Apply

*Internal Applicants:

Complete an internal application and submit it to Human Resources

*External Applicants: Email your resume to: applymp@hexagonlincoln.com

OR mail your resume to:

Hexagon Lincoln

Attn: Manager, Talent Acquisition

5150 NW 40th Street Lincoln, NE 68524