



7135 Madison Avenue West
Minneapolis, Minnesota
55427-3601

In USA 1-800-879-3677
+1-763-746-8400
Fax: +1-763-746-8408

www.aeromix.com
E-mail aeromix@aeromix.com

V.P. Engineering, Operations and Integration Job Summary:

This person will be responsible for directing the Engineering and Operations of Aeromix including manufacturing, material management, engineering, QA and on-site construction activities. This position will also be responsible for intra-company integration of synergetic processes, technology and manufacturing between all RWL Water portfolio companies. This position reports to the President of Aeromix.

Responsibilities:

- Standardize all product offerings as much as possible to achieve rapid customer responsiveness for proposals, lower manufacturing costs, and improved quality.
- Direct all Aeromix manufacturing and construction activities on and off site.
- Lead engineering and quality departments to match the increasing needs of our customer base.
- Evolve manufacturing capabilities to support our customer base.
- Continually improve gross margin.
- Develop standards and policies for determining where manufacturing should occur amongst all RWL Water operating companies in order to maximize cost efficient. Implement same.
- Improve company wide procurement processes and identify redundancies, as well as realize cost savings.
- Develop a collaborative relationship with RWL Water Group Executive Management Team to gain alignment across the organization to meet business strategic initiatives and ensure cross-functional integration
- Establish, implement and drive Aeromix management systems and processes toward continuous improvement and achievement of key operational/financial metrics and annual initiatives. Offer and educate other RWL Water partners on the same.
- Lead corporate operating, manufacturing and technology integration amongst all RWL Water companies.
- Travel domestic and internationally as needed.

Qualifications & Experience:

- Engineer with a minimum 10 years of experience; both domestically and internationally.
- Minimum 10 years prior experience in leading manufacturing, material management, and QA in growing company.
- Proven management and leadership skills with experience in operations management and growth
- Outstanding communication skills with the ability to build multi and cross level relationships and successfully manage those relationships in complex and changing work environments
- Fluency in language other than English welcome but not necessary.
- Possesses a global vision and embraces international organizational interest
- Can work independently with little or no supervision

Leadership & Management Behavioral Competencies:

- Ability to work cross-border in a multi-national environment
- Strategic planner
- Ability to work in an unstructured environment
- Strong drive for results and success; conveys a sense of urgency and drives closure; works well when presented with obstacles and opposition
- A strong leader and manager of people with the ability to attract, retain and develop superior talent
- Self-motivated and driven
- Fosters collaboration among team members and across organization
- Known for developing and delivering results on a timely basis which includes meeting and communicating milestones and changes; sees projects through to their conclusion
- Being a master at executing a plan and getting results.
- Create and sustain a culture where talent is developed through effective performance management and talent evaluation. Ensure that the organization is staffed with competent people with an appropriate mix of internal and external talent satisfying both near-term and long-term succession needs.

Personal Characteristics:

- Energetic and proactive
- Outward facing
- Is seen as a direct, trusted and truthful individual
- Flexible and confident; can easily adjust to schedule and operational changes and shares information freely and confidently