

Engineering Services Manager – East Coast

Overview:

Our client is world-class systems engineering and integration firm focusing on large, complex mission-critical systems. Due to extraordinary growth and the need to continuously improve internal systems and processes in step with the increasing quality of its customers and personnel; our client is interested in adding an exceptionally talented Engineering Services Manager to its integrated systems engineering division. This division provides information systems design and implementation to commercial, industrial, and government clients globally. A commitment to outstanding results delivered by superior technical leadership has allowed our client to address complex challenges in an at-risk format, a feat that few firms are willing or able to match. This ability to perform gives them a competitive advantage that bodes well for growth and opportunity for the company and its staff.

The primary mission of the Engineering Services Manager will be to create a process-driven support function that establishes and enforces design and performance standards, regularly assisting the integrated systems engineering project teams in an effective and efficient manner. This individual will be a confident leader who will quickly grasp the technical and managerial needs of the engineering team, focusing on process optimization, organizational efficiency, and resource allocation. The Engineering Services Manager will need to understand and appreciate the challenges with a wide variety of technologies and application environments including secure / non-secure LAN/WAN, SATCOM systems (stationary and deployable / tactical), C4ISR systems, client / server environments including installations, storage solutions, certification and accreditation (C&A) of DoD & U.S. Government systems, knowledge management systems, radar systems, Network infrastructure for electronic security systems, visual information systems including VTC, BDS, CCTV, CATV, and audio distribution, VoIP and TDM voice technologies, wireless networking technologies (WiFi, WiMax, etc.), and network management systems.

The Engineering Services Manager will manage a growing staff of 30 engineers, building numerous multi-disciplinary teams, and shall mentor and develop engineering managers. This individual will direct the work forecasts, budgets and deliverables schedule for all process-oriented initiatives outside of the projects group. Specifically, this position is responsible for all design and performance aspects of systems engineering in support of the project teams, which shall include process development and optimization, resource management and development, establishing and tracking of metrics, quality control, and providing strong technical leadership.

Challenges:

Despite the exponential growth in the integrated systems engineering business there are specific challenges that come from designing and integrating cutting-edge technologies in an at-risk environment. The complexity of these projects requires a well balanced, technically proficient, and business savvy leader who is motivated to work through the details and understand how to create systems that work as intended. Add to this technical ability, business leadership skills, as well as a temperament suitable to focus on complex projects, and the type of person we are looking for is unique. While we realize we are asking for a lot, we are also willing to provide a lot in terms of an opportunity to learn and grow as a professional. Our client's intense focus on project strategy and improved operational performance means that the best professionals will get the tools and training to be the best, hire the best, and demand excellence from their engineers.

Reporting Relationship:

This position reports to the business unit leader for the integrated systems engineering division.

Job Scope:

- Oversee multi-disciplinary teams of engineers and designers in the development of detailed system designs.



- Manage, mentor, and develop managers for each engineering discipline.
- Manage personnel and work forecasts, budgets, and engineering design / deliverables schedule.
- Implement and manage scalable processes and quality control mechanisms that ensure consistent, repeatable engineering results.
- Interface with clients and team with executive management to develop business strategy.
- Provide leadership and mentoring to engineering professionals.
- Work with executive management to develop and implement professional development plans for all engineering professionals.
- Establish and track metrics required for scheduling, estimating, and forecasting.
- Assist with proposal development and customer presentations.

Experience / Education Required:

- Minimum 5 years experience managing an engineering team including responsibilities for resource and personnel management, budget forecasting, managing costs and production schedule.
- A four year B.S. degree in electrical or computer engineering (EE/CE) is mandatory. Associates degrees and Information Technology degrees do not qualify). MSEE is preferred.
- Experience with development structured engineering methodology.
- Familiarity with DoD systems.
- Strong written and interpersonal communication skills.
- Willingness to travel abroad.
- Experience with budgeting and manpower forecasting.
- Experience with development and tracking of metrics.
- Experience with engineering support for projects using earned value.
- Familiarity with software projects involving embedded software development.
- Familiarity or specific training in continuous improvement methodology such as Six Sigma, TCM, etc.
- All applicants must be U.S. citizens and willing to submit to a background investigation.

Compensation:

- Highly competitive, but commensurate with experience.
- Bonus eligible.
- Exceptional benefits package.

Personal Characteristics:

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| • Leader | • Leads by Example |
| • Team Builder | • Hands-on |
| • Focused | • Detail Oriented |
| • Driven | • Strong Mentor |
| • Results Oriented | • Clear Thinker |

Contact:

Steven Oberhoffer
steven@rsmr.com
 312.447.3035

Steve Tennesen
tennessen@rsmr.com
 312.447.3028

Nicole Morgan
morgan@rsmr.com
 248.922.7691