

PinPoint Solutions:

Experts in Aerospace & Defense

The Search for Your Best Talent Or Next Position Must Evolve With The Times



Dan O'Connor
Managing Director,
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After 20+ years in Aerospace Engineering and Program leadership with Boeing, LMI Aerospace and others I have transitioned to the Executive Search Profession. All of my career I have relied on my network and referrals for new challenging opportunities. While that is a reliable source for assistance in Ones career growth, in order to really explore potentials and get exposure to the best and significantly larger numbers of opportunities, it is wise and necessary to leverage your relationship with career search professionals.

My initial exposure to the Executive Search Field has opened my eyes to the quality and number of opportunities out there that don't get advertised in the paper and don't show up on Monster, The Ladders or many of a number of other employment sites. While there are good opportunities in those venues, the plums tend to be handled internally through search firms and through the network the firms have developed over the years.

The Search for Your Best Talent Or Next Position Must Evolve With The Times (cont.)

If you would like to improve your opportunities for the future and gain access to the best talent out there, develop your close network of search professionals. Find the reputable ones with integrity and industry presence. Work with them to gain mutual respect and trust. Leverage that relationship to help you with your staffing needs, your next opportunity, or your ability to help a friend or associate with their career advancement.

Finally, healthy companies succeed not only by promoting successful employees from within, but by searching for employees with key experience and tools from other great companies in their industry. Finding exceptional diversified talent from industry helps companies to benefit from competitors' experiences, progress and training.

After all... good business is about working together and helping each other for the benefit of All.

Dan is the Managing Director for the Engineering practice area focusing on Aerospace and Defense. Give him a call if you have critical needs that require professional assistance.

Recently Filled Aerospace & Defense Searches

- **VP Sales**
- **VP/GM**
- **VP Strategic Sourcing**
- **VP HR**
- **Director of HR**
- **Corporate Controller**
- **Director of Program Manager**
- **Sourcing Specialist**
- **Division HR Director**
- **Plant Manager**
- **Manufacturing Engineer**
- **Purchasing Manager**
- **Director of Quality**
- **Department Manager**
- **BU Controller**
- **Directors Operations**
- **Director of Engineering**
- **Sr. Project Manager**
- **QA Engineer**
- **Applications Engineers**

Currently supporting multi \$B Aerospace and Defense client in the effort to find the right VP/GM for their growing operation. We have provided several solid candidates and the decision process is underway.

In addition to our contingent search practice, our sister division, WestPort International, has successfully placed over 400 aerospace and/or defense professionals to mid-level roles over the last 4 years.

Aerospace and Defense has long been one of our strongest industry practice areas. We have aerospace and defense clients who have been clients and talent partners with us through our 10 year company history.

Our breadth and depth in aerospace is a winning combination for any aerospace or defense company looking for a talent partner who knows how to deliver top talent in a competitive market.

Current Highlighted Searches

\$1B Aerospace Manufacturer – Positions will support 30+ facilities around the world:

Director of Continuous Improvement - [CLICK HERE](#) to see this opportunity >>

Must have Black Belt certification (not from university/school – real world mfg cert. from company)

- Must have CI/Operational experience with forgings, castings, alloys, etc.
- Must have multi-site (pref. in US/UK) exp. (at least 10 sites)
- Must have experience servicing aerospace customers including Boeing, GE/Smith, Rolls-Royce etc.

(This position allows working from home and traveling around the world to 34 sites. Let me know if interested or if you know someone who might be)

Sr. HR Generalists Naperville, IL and Upstate NY for NEW Aerospace client. Additionally, many **HR Generalist, Managers and Directors** searches on in NC, SC, NY, AZ, WA, VA, MN and NV.

Let me know if interested: Dan@Pin-PointSolutions.com

Who We Are

We have two divisions within our organization:



WESTPORT INTL

Elite Executive Leadership + Search

Westport Intl

Focused exclusively
on executive level searches



Pin Point Solutions

Specializing in professional
and mid-management recruiting

Our mission is to be an execution-driven, client-oriented firm. We tend to establish long-term relationships and have grown our company by providing customized services based on client's needs and objectives. While it takes a while to build a true partnership with a client, that remains our steadfast objective. Last year, we conducted an analysis of our work, and 70% of it comes from clients we have worked with over four years. In general, over 80% of our work is from repeat clients.

At PinPoint Solutions, our clients and their needs come first. Collaboration and open communication are our benchmarks for ensuring customer satisfaction and trust. It is paramount to our business that we recognize every organization's unique values and culture. Our promise is to fully understand the behaviors and characteristics that will make a candidate successful in your business.

- We do not utilize a one-size fits all approach to your search.
- We have a structured process that has proven to be extremely successful. That being said, we also understand that you have unique needs. We can easily adapt our process to ensure success with your search.
- We employ a one-touch model. Your search will be managed by one of our experienced search professionals – not multiple consultants.
- You have one point-of-contact and every candidate has that same point-of-contact. This ensures a seamless and effective communication flow between all parties and that your search is managed in the timeliest and most effective manner possible.

It is this structure that led PinPoint Solutions. to a 95% fill rate on our contingency searches in 2015. We want to ensure that we bring your company the very best talent.



Leadership: Dan O'Connor

Dan O'Connor is an Aerospace professional with over 30 years of experience in Engineering Management, Operations Management, Program Management and Business Development. He has supported both large and small companies that include Boeing, General Dynamics, Lockheed and D3 Technologies/LMI Aerospace.

Dan's strong technical background and leadership capabilities were recognized by D3 Technologies when they acted on his proposal in 2005 to build, staff and manage the Southeast Division in Greenville, SC. During his tenure there as Director of Engineering, he procured and/or managed the support of new aircraft development programs with Lockheed, Boeing commercial platforms, Airbus, Honda Jet, Spirit Aerospace, Triumph and many more.

During this time, Dan has also supported the Upstate Aviation Cluster in efforts to stimulate growth and coordination of aviation companies in South Carolina and is an active member of the South Carolina Aerospace Advisory Board. Dan's role is Managing Director - Engineering, with a focus on Aerospace and Defense. We are excited that Dan has joined the PinPoint/Westport team.

 **Connect with Dan on LinkedIn**

 **Connect with Dan on pin-poinsolutions.com**

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 **PinPoint Solutions**