

PinPoint Solutions: Experts in Aerospace & Defense

Highlighted Industry News

Lockheed Martin announced they are building a \$350M next generation satellite production facility in Denver, CO. The construction of the facility expects to employ over 1500 contractors within the next 3 years.

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Lockheed Martin currently needs to hire 1,800 people at its Forth Worth location to increase production of the F-35 aircraft and have 350 openings in the Denver area.

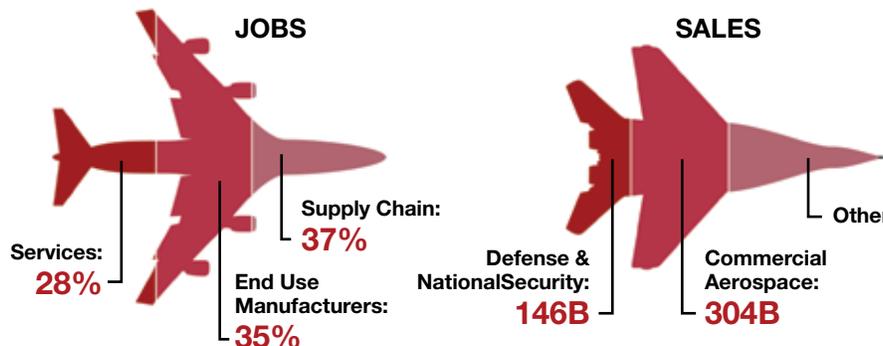
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United Technologies is weighing an acquisition of aviation equipment supplier Rockwell Collins. This deal could potentially rank among the largest ever in the industry.

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AEROSPACE INDUSTRY 2016:



Highlighted Industry News (cont.)

Boeing has been awarded \$409M Air Force contract for next- generation thermal, power and controls, part of the government and industry joint effort to develop revolutionary and innovative technologies, the Pentagon said on Thursday.

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Allegiant travel company plans to invest \$40M to establish a two- aircraft base at the Indianapolis international airport, which will create up to 66 high wage jobs by the end of 2017. Predicted openings include pilots, flight attendants, mechanics, and group personnel support.

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Boeing Co. is considering building a new commercial plane for direct flights that are currently too long for single- aisle jets and too expensive for wide-bodies. Analysts say the company's North Charleston campus, which assembles the 787 Dreamliner, could be a likely production location for the new plane.

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Tips for Selecting Great Engineers in the Hiring Process

So... you need to hire some Engineers? Maybe Engineering Leaders or Technical Professionals? Other than pedigree, employment history, presence, communication style etc, how do you know which one will be the right one for your company? Contrary to the belief of many "non-engineers", all engineers are not created equal.

Some of the techniques that I have used in my career is to ask questions to gain an understanding of their level of common sense and when good enough is good enough. Engineers are generally very smart and detail oriented, they strive for perfection. These are great qualities to have when life or death considerations are involved, however, many applications in business and industry don't require the highest levels of analysis. Good engineers will know when to apply additional margins of safety, put their pencils down and balance their efforts with consideration for the economics of the application.

For entry level engineers and those fresh out of school, I used to ask a simple question in the interview process. "What are the dimensions of this room"? The expression on their face and the next 30 seconds of how they came up with their answer spoke volumes to me of how they would approach the design of aircraft. Would they get "analysis paralysis" or would they evaluate the situation and determine the best path forward. Their actual answer to me was not important, their reaction to the question was. Did they estimate the length, width and height? Did they quickly count ceiling tiles and multiply? Or did they look back with a worried look and not know what to do or say next because they didn't have a computer or tools to help them figure it out? You won't be surprised to hear the ones that counted the number of ceiling tiles (L & W), judged height relatively and computed quickly in their heads turned out to be the real keepers.

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Tips for Selecting Great Engineers in the Hiring Process (cont.)

This is obviously a basic example of an interview question. However, over the years of working with and hiring engineers and technical professionals, I have learned how to judge talent. Who is capable. Who has solid judgement and capabilities.

If you would like additional information on my recruiting practice, or need help with your search effort, please feel free to contact me with the information at the end of this newsletter. For general information, please follow the link below.

Link to Engineering Practice area here:

<http://pin-pointolutions.com/functional-practice-area-engineering/>

**For information on Westport International Employee Value Proposition (EVP),
please follow this link:**

<http://westportintl.com/elevate-companies-capabilities-evp/>

Current Highlighted Searches

**Value Stream Mgr- Aero -
MRO business - NY**

General Manager - SC, IL

EHS Manager - CA, NY

**Division Operations Director -
Multi-Site Responsibility - TX**

Value Stream Manager - UT

Site Quality Leaders - UT

Director of Engineering - GA

Site Leader - CA

Quality Engineer - GA

Program Manager - GA, UT

Controls Engineer - SC

Plant Manager - MI

Division Engineering Leader - CA

Design Engineer - GA

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





Leadership: Dan O'Connor

Dan O'Connor is an Aerospace professional with over 30 years of experience in Engineering Management, Program Management and Customer Interface. 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.



Connect with Dan on LinkedIn



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