

Beechcraft



Hawker

TEXTRON AVIATION

Job Description

Job Title: General Manager

Department/Group: Textron Aviation (TA)

Reports to (title): Vice President, Strategy and Sales China

Location: Shijiazhuang/Zhuhai

Prepared Date: Aug 2021

This job description is a: replacement

JOB SUMMARY:

General management and leadership responsibilities for two TA JVs with China Aviation Industry General Aircraft Co., Ltd.(CAIGA), i.e, Cessna-AVIC Aircraft (Shijiazhuang) Co., Ltd. and Cessna-AVIC Aircraft (Zhuhai) Co., Ltd. This position has overall P&L responsibility. While focusing on developing a growth strategy, the GM is also in charge of overall businesses of two JVs including assembly of Cessna Caravan kits, sales and delivery of Textron Aviation piston aircraft, turboprop aircraft and jets, aircraft repair and maintenance service and aircraft parts sales. This position is seconded by TA and reports to the board of directors, on a timely basis, all relevant information regarding the Company's operations, performance, and events affecting its business. The GM develops and presents alternatives and recommends courses of action to the Board for its consideration.

For the leadership of all operational functions the incumbent will be required to work cross-functionally with all departments at TA headquarters including Operation, Finance, Supply Chain, Engineering and the other international subsidiaries. The GM will be expected to play an important role in the evaluation and execution of potential organic growth opportunities. Requires strong organizational skills to form a cohesive business unit supportive of strategy and founded upon ethics and values.

JOB RESPONSIBILITIES:

The General Manager manages activities across the functional units providing leadership direction in operations, engineering, quality, finance and HR and administration in order to beat budget objectives and exceed sales, profit goals.

- I. **Strategic and Operational Planning:** In conjunction with the Board, develop a strategic plan consistent with the shareholder's vision and the business scope as defined in the Equity Joint Venture contract. He or she leads and oversees the implementation of the Company's long and short term plans in accordance with its strategy.

II. **Operations:**

- a. Responsible for, and has the authority to oversee the day-to-day operations of Company in accordance with the strategic plan, annual operating and capital budgets as approved by the Board of Directors.
- b. Ensure that the shareholder's intellectual property, trademarks, copyrights, patents and reputation are protected and utilized as authorized in the Equity Joint Venture Contract and related documents.
- c. Ensure that production schedules, quality standards and delivery plans are achieved in a cost effective manner while meeting all regulatory requirements including those governing Cessna's production certificate extension and quality program.
- d. Ensure revenue and profit objectives are achieved.

III. **Financial Management:**

- a. In collaboration with the Deputy General Manager and other senior managers, develop an annual budget and presents it to the Board of Directors for approval at the board meeting.
- b. Responsible for the efficient utilization of Company resources and to ensure that expenditures are within the authorized annual operating and capital budgets. The GM's authority is limited by the Company's Delegation of Authority policy and the Equity Joint Venture Contract.
- c. Ensure that effective internal controls and management information systems are in place to meet the needs of the shareholders, government authorities, and tax authorities while complying with GAAP and PRC accounting policies.

IV. **Sales and Marketing:** support the execution of the Company's sales and marketing plans . While the day-to-day sales and marketing activities may be delegated to a third party, the GM is ultimately responsible for the execution of the sales plan.

V. **Leadership of Human Resources:** create and maintain strong employee engagement, a continuous improvement work culture through good communications, effective corporate citizenship, adherence to all legal, ethical and regulatory requirements, safe work practices and adherence to core values through leading by example.

VI. **Compliance:** ensure the execution of the JVs' Compliance Program.

EDUCATION/ EXPERIENCE:

- Bachelor's degree preferably in aviation.
- A Minimum of five years work experience in a comparable position in aviation industry.
- Experience in aircraft manufacturing and/or service establishment preferred.
- Able to work overtime as required and travel up to 50% of the time.

QUALIFICATONS:

- Strong business acumen
- Leadership skills
- Assertive and Result Oriented
- Ability to manage and work in a cross cultural environment
- No compromise in compliance and ethics
- Fluent in English (Written, Oral)

The above statements are intended to describe the general nature and level of work being performed by employees assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

About Cessna-AVIC Aircraft (Shijiazhuang) Co., Ltd. (“Shijiazhuang JV”)

Established in September 2013, Shijiazhuang JV is the only Chinese General Aviation manufacturing company who obtained US FAA production certificate. Shijiazhuang JV has a valid CAAC part-145 certificate, and is the authorized service facility for Cessna 208 Caravan/208EX caravan, Beechcraft Kingair 350i and Citation 680A Latitude, as well as the only Chinese distributor for Wipaire floats. It is a pioneer of General Aviation manufacturing and maintenance in China.

About Cessna-AVIC Aircraft (Zhuhai) Co., Ltd. (“Zhuhai JV”)

Established in July 2014, its main businesses include painting, testing, interior installation, customized service, flight test and delivery to domestic customers of Cessna Citation 560XLS+.