

## Sr Director PLM Aerospace



### The Challenge

Given that this customer works on both the commercial and defense sides of aerospace, the likelihood of bringing in a candidate who was not a US Citizen / Perm Resident was not an option. The target candidates had to be experts in the commercial side of the SSPC as this was going to be key as a new market entry on the commercial side and could not afford to make a mistake.

### The Solution

This was an expansion opening for a Sr Director PLM aerospace role and initial candidates were sought externally, but none were ultimately viable. When the search started there were no candidates in process for this opening. NextGen was engaged to build out a candidate slate of up to 3-4 viable candidates. We recognized the urgency to execute this project and also to screen candidates for a reasonable expectation of "hire-ability".

### The Results

NextGen was able to recruit and attract an industry PLM expert in SSPC with over 30 years of experience from a direct competitor within the expected salary parameters.

### The ROI

- within the first year our candidate was promoted to VP PLM
- new overall responsibility for multiple product lines
- generated additional clients and new revenue streams



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