

CINCINNATI®



VICE PRESIDENT OF ENGINEERING & QUALITY

CINCINNATI, OH

ABOUT THE COMPANY

Our client, Cincinnati Incorporated, is built on Legacy and Innovation. For over a century, they have engineered precision machinery that powers American manufacturing. But their true strength lies in the people behind the machines. This team is defined by integrity, craftsmanship, and a relentless pursuit of improvement. At Cincinnati Incorporated, they don't just build equipment, they build careers.

THE OPPORTUNITY

- Are you ready to utilize your Engineering leadership success in a privately held organization that truly cares about their people?
- Do you want to be part of an Executive Team that challenges the status quo and holds the whole team accountable for success?
- Does working among a workforce of dedicated, long tenured employees excite you?



WHAT YOU'LL BE DOING

The Vice President of Engineering & Quality is a strategic executive leadership role responsible for driving innovation, process excellence and product integrity. Reporting directly to the CEO, the VP will play a critical role in shaping the future of Cincinnati Inc.'s engineering capabilities through strong process improvements and leadership.

ENGINEERING

- Contribute to the Executive Team's strategic planning by shaping organizational priorities and defining strategies for new products and features. Influence senior leadership's strategic direction through both formal presentations and informal communication
- Create long-range Engineering goals specific to CI's needs
- Lead end-to-end development of new products, from concept to launch, while driving cross-functional engineering initiatives. Ensure delivery on time, within budget, and at target cost
- Manage sustaining engineering to support existing products internally and in the field
- Continuously improve engineering processes to reduce lead time and costs while increasing overall efficiency.
- Foster a high-performance, solutions-oriented culture focused on design behavior
- Develop future engineering leadership and technology bench strength



WHAT YOU'LL BE DOING CONTINUED

QUALITY

- Lead CI's quality activities to drive in-process quality and capability to meet customers' expectations
- Along with a strong quality team, implement quality systems that promote continuous improvement and provide a clear sense of direction
- Drive utilization of design for quality tools such as DFMEA and PFMEA
- Stay current with latest quality management best practices

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Proven success at establishing strong engineering processes while facilitating Continuous Improvement activities
- Bachelor's degree in Engineering required
- MBA or Technical Masters is preferred
- Strong progression of experience culminating in 10+ years of Engineering leadership
- Knowledge of projects/program management principles and practices
- Strong machining and fabrication background, preferably in a high-mix, low volume production environment
- Strong background in data analytics with expertise in Excel and business intelligence (BI) tools



KEY PERSONAL ATTRIBUTES

- Proven leader who models professionalism, respect, and integrity while effectively managing conflict and inspiring others.
- Highly motivated, detail-oriented, and service-focused, with strong critical thinking, analytical, and problem-solving skills.
- Energetic and positive communicator who builds strong relationships and drives collaboration across teams.



THE PAYOFF

Leverage your extensive engineering leadership experience in a collaborative and engaging environment. Join an Executive team that thrives on teamwork while driving challenges across all functions. Contribute to a profitable, financially healthy organization positioned for growth.

Please visit
Gilman Partners'
website to apply.



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