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Aerospace Group Program Manager

Location: Irvine, CA, United States

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Job Family : Program Management

Job Type : Regular

Posted : Jan 24, 2024

Job ID: 45850

Job Description

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Marketing Statement

At Parker Aerospace, we develop technologies and innovative solutions that enable reliable, efficient and increasingly sustainable flight for the lifecycle of the aircraft, including aftermarket support. Our passionate people with deep engineering expertise, together with our breadth of differentiated technologies, ensure that we make the extraordinary happen and continue to shape the future of aviation in partnership with our customers.

As a member of our team, you are instrumental in fulfilling our mission: 'Enabling Engineering Breakthroughs that Lead to a Better Tomorrow.' Pursuing a career at Parker presents unlimited opportunities for both professional and personal development. Working with some of the most brilliant minds in the industry, your contributions will be pivotal in developing innovative technologies and products, significantly contributing to Parker's goal of addressing the world's most pressing engineering challenges.

At Parker, our team members belong, matter and make a difference. We believe that the key to bringing talented new team members into our organization is by focusing on everyone's talents and potential rather than the job specification. If you have innovative ideas and a commitment to excellence, we are more than happy to consider you for other roles in Parker that may be a good fit.

Position Summary

Reporting to the Group Director, Program Management, this position will support strategy, execution and delivery of initiatives that seek to materially shift the trajectory of the Program Management function. This position is responsible for analyzing and measuring the effectiveness of existing Program Management processes and developing sustainable, repeatable, and quantifiable process improvements. The Group Program Manager, Sr will optimize Program Management tools, training, and processes by partnering with Division Program Management Leadership Council (PMLC) team members across Parker Aerospace. As this position will be working closely with the Group Director, Program Management, the desired location for the Group Program Manager, Sr position will be Irvine, Ca. at the Alton Parkway facility. This position does not have direct reports.

This position will have indirect supervisory responsibilities to lead and manage project efforts interacting with multiple teams and functions across all Aerospace Divisions. This position will have extensive contact, coordination, and communication with each Division's Program Management Council (PMLC) representative.

Responsibilities

Develop, implement, and govern program management processes, tools, templates, policies, and metrics. Seek implementation efficiencies to meet or exceed the business expectations established at project initiation.

Analyze results from evaluation assessments (ie, Program Management Organizational Maturity (PMOM), Program Management Knowledge and Practice (PMKAP), Employee Engagement Survey, etc) to identify areas where additional training, process compliance, or other gap closure initiatives are needed.

Serve as the Group's PM functional expert in the identification of best practices and standards, to develop, implement, audit, and establish opportunities for improvement to Group PM processes and tools.

Lead implementation initiatives chartered to address PM Improvement Strategy and tactics. Lead the design and delivery of key initiatives identified by the PMLC Team with accountability for successful completion of project deliverables, including analysis, metrics, reporting, and executive decision support.

Develop and lead implementation of tasks, milestones, and actions necessary to achieve Program Management's 5 Year Strategy future state.

Assist with identifying key / critical projects to be elevated to the Group Level for review; conduct pre-review of submitted Program Review packages, participate in group review for identification and recording of key action items

Monitor compliance with project policies and standards, including the development and implementation of any required corrective / improvement actions.

Coordinate the agenda, development, and collection of presentation material for weekly and quarterly PMLC off-sites, including publication of meeting minutes and follow-up of recorded actions.

Working under the direction of the Group Director, Program Management - coordinate a themed and branded PM Networking Meeting for ~200 attendees by defining the purpose, outcomes for the event, objective evaluation the events effectiveness, as well as handling all aspects of event planning from event production, coordinating communications, overseeing logistical details, and managing event budgets.

Apply and implement opportunities for improvement with Aerospace Group PM Policy; identify and provide guidance, oversight, and assistance where needed, including but not limited to:

- Program Reviews (AGS PRM-02; Internal Program Reviews)
- Risk Management (AGS PRM-03; Program Risk Management)
- Change Management (AGS PRM-05; Program Change Management)
- Cost, Schedule, Resource Management (AGS PRM-06; Cost/Schedule/Resource Management)
- Utilizing PM's Variance Analysis Tool and Dashboards, conduct data analysis followed by identification and implementation of actions to address project performance health (ie, achieving SPI, CPI Performance objectives).

Communicate PM requirements for implementation across all Aerospace Divisions

Co-lead the Group's Design and Development process initiative and act as a change agent for standardization and culture transformation.

Coordinate PMP education and tracking of PM certification for all Program Managers. Participate in industry conferences and serve as the PM advocate across the Group.

Interface with a broad range of global senior, technical and functional management, and subject matter experts across the organization.

Own and manage the agenda, material, and delivery of Program Management's Shared Experience forum.

Qualifications

Bachelor's degree (BS/BA) in Engineering, Sciences, Business or a related field, and extensive program management experience. PMP certification required, typically within 6 months of assignment; advanced degree (MS/MBA) and additional certifications (e.g. PMI-RMP, PgMP, etc.) preferred.

Demonstrated ability to perform the essential functions of the job typically acquired through ten or more years of related work experience, including four or more years leading multiple projects/programs of varying complexity and scope within a matrix organization structure.

Experience implementing ERP within a Program Management function a plus

Skilled at analyzing and interpreting complex policies, Earned Value reports and data, communicating and presenting program information to various levels of management and peers, considered a subject matter expert about program management processes, methodology, and experience with various PM software applications and tools.

Working knowledge of Earned Value, Work and Organizational Breakdown Structures, Program Control metrics, Schedule development, Estimate at Completion, ability to develop and implement Program Management process and procedures, and Proficient in the use of specialized project management and financial applications.

Strong verbal and written communication skills, presentation skills, and ability to influence stakeholders.

Well-organized, detail-oriented, and ability to multi-task using strong prioritization skills.

Ability to work independently and prioritize duties with minimal supervision, to meet deadlines.

Ability to visualize and create detail plans, objectives and goals to achieve desired outcomes.

Proven team building Skills; Conflict management skills; Decision making skills.

Demonstrated ability to provide cross-functional leadership.

Ability to create and maintain a climate where people are motivated to do their best to help the organization achieve its objectives.

Promote and build strong-identity teams that apply their diverse skills and perspectives to achieve common goals.

Motivated by taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm.

Ability to take a broad view when approaching issues, using a global lens that meets the process capabilities of all Aerospace Divisions

Experience with optimizing work processes by establishing the most effective and efficient method(s) to get things done, with a focus on continuous improvement.

Persuasive in using compelling arguments to gain the support and commitment of others.

Welcomes the opportunity to develop and deliver training material

Come join the Parker Aerospace Team!

We are proud to offer a competitive benefits designed with health, wealth and well-being in mind. Our competitive package includes:

Health and Wellbeing:

- Comprehensive medical, dental, and vision coverage from day one, including Health Savings and Reimbursement Accounts.
- Wellness incentive credits leading to reduced healthcare premiums.
- Access to Employee Assistance Program (EAP) for health and well-being support.
- On-site facilities: cafeteria with a wide array of food options, mini mart, and vending machines.
- Participation in health and emotional wellbeing challenges with rewards.

Financial Security and Growth:

- Competitive salary with an annual bonus incentive plan.
- Retirement benefits: 401(k) with company match opportunity.
- Income Protection, Life Insurance, Accidental Life & Dismemberment Insurance, Short and Long-Term Disability insurance.

Work-Life Balance and Flexibility:

- Generous Paid Time Off: 120 hours, plus up to 13 paid holidays including a company-wide shut down between Christmas and New Year's.
- Parental Leave: 4 weeks at 100% pay for new family additions.
- Extras like Adoption Assistance, financial guidance resources, paid jury duty, bereavement time, and time off for citizenship testing, marriage, and birth.

Career Advancement and Education:

- Career development opportunities with up to \$10,000 tuition reimbursement per year.
- Support for ongoing education through our Educational Reimbursement program.

Parker Purpose Opportunities:

- Business Resource Groups promoting diversity, equity and inclusion.
- Volunteering day off and social committee activities throughout the year.

Additional Benefits:

- Employee Perks on various services (car purchases, computer purchases, life adventures, etc.)
- Employee Referral program - Refer a family member or friend and receive a generous award for referrals that are hired (up to \$4,000)
- Dress for Your Day policy, offering flexible work attire options.
- Grab a bite to eat at the on-site cafeteria that provides a wide array of breakfast, lunch and snacks. We also have a mini mart on the production floor as well as vending machines on all floors if you need to satisfy a sugar craving.

Please note that the salary range information is only applicable for California. Compensation is based on a variety of factors, candidate experience, qualifications, location as well as market and business considerations. Pay Range: \$113,579/annually - \$198,823/annually.

Parker is an Equal Opportunity and Affirmative Action Employer. Parker is committed to ensuring equal employment opportunities for all job applicants and employees. Employment decisions are based upon job related reasons regardless of race, ethnicity, color, religion, sex, sexual orientation, age, national origin, disability, gender identity, genetic information, veteran status, or any other status protected by law. This position is subject to meeting export compliance eligibility requirements.

("Minority / Female / Disability / Veteran / VEVRAA Federal Contractor")

If you would like more information about Equal Employment Opportunity as an applicant under the law, please go to [Know Your Rights: Workplace Discrimination is Illegal \(eeoc.gov\)](http://www.eeoc.gov) and [Genetic Information Discrimination](#)

Drug-Free Workplace

In accordance with Parker's policies and applicable state laws, Parker provides for a drug-free workplace. Therefore, all applicants seeking employment with Parker will be subject to drug testing as a condition of employment.

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