

AARON STEPHENS

Director of Product Development | Director of Engineering | Product Innovation Leader

Mechanical Product Development • Engineering Leadership • Manufacturing • New Product Introduction

Phone: 224-458-7979 | Email: aaron.stephens@me.com | www.aaron-stephens.com

Executive Summary

Engineering and product development leader with more than 27 years of experience transforming innovative concepts into commercially successful manufactured products. Former Director of Engineering for an AS9100/NADCAP aerospace-certified manufacturer supporting approximately \$50M in annual production and former Vice President of Engineering for a \$100M manufacturing company. Extensive experience leading engineering organizations while remaining hands-on in product architecture, mechanical design, prototyping, manufacturing engineering, supplier development, and commercialization.

Career Highlights

- 27+ years leading mechanical product development.
- Director of Engineering for an AS9100/NADCAP-certified manufacturer supporting ~\$50M in annual production.
- Vice President of Engineering for a \$100M manufacturing company.
- Led flagship product development for MasterCraft, Aviara, and premium pontoon platforms.
- Five issued, commercialized, U.S. patents plus published and provisional applications.
- Expertise in CNC machining, precision aluminum, composites, supplier development, and new product introduction.

Core Expertise

Product Development • Mechanical Engineering • Engineering Leadership • New Product Introduction • Product Innovation • Design for Manufacturing • Manufacturing Engineering • CNC Machining • Product Commercialization • Rapid Prototyping • GD&T • Supplier Development • Global Manufacturing • Composite Structures • Pneumatic Systems

Professional Experience

Director of Engineering | Geremarie

Directed engineering for an AS9100/NADCAP-certified precision manufacturing organization supporting approximately \$50M in annual production.

- Led multidisciplinary engineering responsible for new product development, prototype engineering, sustaining engineering, manufacturing support, and documentation.
- Lead product development engineer for MasterCraft, Aviara, and premium pontoon platforms.
- Partnered with executive leadership, customers, suppliers, and manufacturing to bring products from concept through production.

Vice President of Engineering & Manufacturing | Pursuit Marketing Inc.

Executive engineering leader for a \$100M manufacturing organization.

- Led engineering strategy, product development, domestic manufacturing, and international supplier relationships.
- Increased company yearly net profit from approximately \$8M to \$24M through innovative products and manufacturing improvements.

Manufacturing Manager | Zeman Manufacturing

Managed CNC tube fabrication operations and manufacturing process improvements.

- Reduced cycle times and improved manufacturing efficiency.
- Partnered with engineering and sales on manufacturability and estimating.

Engineering & Product Development | Pressure Specialist Inc.

Designed industrial regulators and pressure systems.

- Developed hydraulic and pneumatic products from concept through production.

Consultant / Founder | Premiere Seals, Kettle Cycles, RADE

Led consulting and product development across multiple industries.

- Developed UAV products, carbon ceramic rotors, forged carbon products, and micromobility systems.

Design Engineer | Smart Parts

Developed new paintball products and supported high-volume CNC manufacturing.

- CNC programming and improved manufacturing processes.

Patents

- US 11,560,983
- US 11,085,585
- US 11,085,586
- US 7,765,999
- Publication: US 20140131151
- Provisional: 64/082,259