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**Position Description**

**CEO of Eviation**

**Company & History**

Based in Arlington, WA, Eviation (<https://www.eviation.co/>) is a leader in electric-powered regional commercial aircraft, working to revolutionize the way the world connects. The company was founded in 2015 in Israel and moved its headquarters to the USA in early 2021. Alice, its first-generation launch product, a 9-seat commuter aircraft, is currently undergoing operational testing. Of note, twelve cargo-versions of the Alice have been pre-ordered by Europe’s DHL. Eviation currently has approximately 97 employees and anticipates growing to 150 employees in 2022. Eviation itself is majority owned (70+%) by the Clermont Group (www.clermont.com), headquartered in Singapore. Almost USD 200 MM has been invested in Eviation to-date, with a significant capital raise anticipated in 2022. While no formal IPO plans have been made, the Company is working towards a public listing, subject to sales objectives being met, within 5 years.

**Role Description**

Eviation is seeking a Chief Executive Officer to lead and execute the next phase of the Company’s evolution from its proof-of-concept and certification stage to its new challenges of managing scaled aircraft assembly, generation of sustainable sales and creation/launch of successor models and platforms to the Alice. Through best execution practices the CEO will ensure on-time and on-budget continued development and certification of the Alice, both its 9-seat commuter/cargo and 6-seat Executive aircraft versions, and steward the aforementioned technology platforms under development.

Reporting to the Chairman of the Board, the CEO will engage with the Board, and lead senior management and the organization to successful commercialization while retaining the core elements of its legacy innovation culture that have brought it to its current stage of development, bringing to the organization the rigour and discipline of a work class aircraft manufacturer.

**Required Skills**

As CEO, you will have experience and/or familiarity with or demonstrable knowledge of large-scale manufacturing/assembly, the aircraft leasing industry, project management of new products/models, aircraft financing tools and resources, carbon credit and emissions trends and players, and major purchasers of regional passenger and cargo aircraft, among others. As CEO, you will also oversee implementation of the Company’s charger network solutions and related partnerships with leading FBOs, airports/airport groups, charging networks and the like as well as Eviation’s relationships and partnerships with major aircraft leasing companies.

In addition to the above, the ideal candidate will have a strong background in complex flight-critical aerospace products, manufacturing, sales and marketing. A strong preference will be for leaders from the aircraft OEM segment, who have primarily commercial but may also have defence experience. Education will likely incorporate advanced degrees in engineering, science and/or business. Previous and significant experience leading a P&L is crucial.

**Required Values**

As the CEO, you will exemplify unity, humility and integrity of leadership. You will be responsible for and execute Eviation’s plan as defined by the Board, continue and build a strong execution team and healthy culture while implementing industry-leading structures and systems. As CEO you will be the Eviation chief storyteller both internally and externally to key stakeholders (shareholders, suppliers, buyers, government entities, lenders and the like).

**Additional Responsibilities:**

Quarterly business updates and earnings call with shareholders

Execute on the operational, engineering, and market facing plans

Cash flow management

Build relational networks to access resources, customers, governmental and financial partnerships

Industry understanding, both in aerospace writ large but specifically in electric and sustainable technologies

Steward management of engineering, certification, manufacturing and supply chain exercising industry best practices

Ensuring unity and focus of the leadership team

Maintain commitment to excellence, innovation and integrity

Maintain knowledge and control of all key performance metrics

Maintain the atmosphere of positive energy and disciplined risk taking

Delegate within limits and with oversight

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**For Executive Search Firm Only**

**Additional Separate Comments**

**CEO of Eviation**

Eviation is seeking a Chief Executive Officer to help lead and execute the next phase of the Company’s evolution. Reporting to the Chairman of the Board, the CEO will engage with the Board and Eviation senior leadership to propel Eviation to a commercial enterprise while retaining the core elements of culture which have made it the leader in electric aviation.

Eviation would like to have this CEO identified by no later than 31 March 2022 if at all possible.

Mr. Dominique Spragg, Chairman of Eviation, will oversee the search process for the new CEO. Inter alia, Mr. Ronald Issen, Board member, will support him on the search committee with other members to be named as appropriate. The successful candidate will interview with the Chairman of Clermont Group and be subsequently introduced to the Board prior to their final appointment. The CEO, once appointed, will be responsible as one of his/her first roles, to undertake a comprehensive review of senior management with a view towards alignment with the CEO’s own goals and objectives for the Company.

Clermont Aerospace values Board-led corporate governance and believes that success is always about customer-centric businesses and strong structures and systems managed by leaders who have an intuitive understanding of the customer and the marketplace. [Clermont Group](https://www.clermont.com/home), the ultimate parent of Clermont Aerospace (under which both Eviation and [MagniX](https://www.magnix.aero/) operate) builds industry-leading businesses in healthcare, financial services, and aerospace. These businesses employ over 6,000 people, globally.

Permanent presence at the company’s Arlington, WA headquarters is a requirement. For simplicity and expediency, we prefer candidates with the legal right to work in the US for any employer. If no such person is found and the right candidate is identified without such right to work, Eviation will evaluate the ability to support and sponsor a work visa.

Compensation is competitive with a full complement of health and 401K benefits. Bonuses are discretionary. An ESOP plan is under development. The executive search firm’s advice will be sought in determining an appropriate compensation package for the right candidate. Eviation is an equal opportunity employer. We value and embrace diversity. We do not discriminate on any basis including but not limited to race, colour, national origin, religion, gender, gender identity or expression, sexual orientation, marital status, age, disability status or military veteran status.