



# Frederick E. Botterbusch

## Director of Operations



Fred has a varied background of experiences in many facets of business management including extensive work in strategic thinking, planning, and implementation at the C-level. His experience as the general manager of a small western Pennsylvania contract manufacturer has provided insight for the delivery of sales and marketing services for our clients. As the vice president of product market and development for a large consumer goods manufacturer, Fred is well-versed in the techniques and processes required to expand business revenue through market and product innovation.

Frederick E. Botterbusch, II has been with MANTEC since June 2008. Responsibilities include directing the day-to-day activities of the MANTEC consulting services, training programs, business development activities, marketing activities; workforce development and regional initiatives. He provides oversight to those performing consulting services in Business Transformation; Continuous Improvement/LEAN and Workforce. His position is responsible for MANTEC meeting its organizational performance goals, client expectations and stakeholder requirements. Additionally, Fred is a continued resource for Business Growth Services providing program development, consulting, and delivery of the full business growth services portfolio. This includes strategic planning, sales development, market development, and new product development. Fred is the staff resource for succession planning activities and coordination with business growth third party providers.

Mr. Botterbusch has developed key practice assessment instruments that are based on best practice and benchmarking indicators which are used extensively by the organization. His role includes collaboration with our district managers to assist clients in the development and implementation of growth plans, as well as direct delivery of strategic and market planning, sales development strategies, technology access opportunities, and executive coaching. He is a frequent workshop presenter on these topics in the local area. Fred serves as a founding member of Technavate, a regional collaboration of business development resources committed to improving technology transfer.

In 2009, Mr. Botterbusch was recognized as the Education/Workforce Development Advocate of the year by the York County Chamber of Commerce. He is the first accredited Master School Board Director as certified by the Pennsylvania School Boards Association.

Mr. Botterbusch has 30 years of experience in private industry, including vice president level positions in manufacturing, corporate development, strategic planning and communications, and product and market development for The Pfaltzgraff Co. He has served as general manager of Shenango Refractories, a small contract manufacturing company. Previous positions include experience in human resource, operations, and major project management. He was briefly the principal of Botterbusch Resources, LLC, a management advisory firm, before joining MANTEC in his current capacity.

Active in public education leadership, Fred Botterbusch is Past President of the Pennsylvania School Boards Association and serves as the President of the Dallastown Area School Board. He is a trustee of the Pennsylvania School District Liquid Asset Fund. He has served on several committees of the National School Boards Association. He was appointed to the Pennsylvania Local Assessment Validation Committee by the Pennsylvania Secretary of Education. He also serves as the Secretary of Central Market House, Inc, a private, for-profit enterprise in downtown York dating from 1889.

Mr. Botterbusch holds a Master's Degree in Administrative Science from The Johns Hopkins University and a Bachelor's Degree in Political Science from Gettysburg College, graduating magna cum laude with departmental honors. He was elected to the Iota chapter of Phi Beta Kappa.

Mr. Botterbusch is a lifelong resident of York. He is married to Janice, a high school French teacher, and has a son and daughter.