

# Division President, Manufacturing

**Location:** Elkhart, IN  
**# Direct/Total Reports:** 4 / 250  
**Reports to:** CEO

## **Mission**

The Division President Manufacturing, leads manufacturing division business strategy, encompassing sales, operations and procurement.

*The mission of this role is to grow the manufacturing segment of the business, including:*

- 1) delivering revenue and EBITDA expansion
- 2) develop a strong leadership team that enables commercial and operational excellence to deliver year over year business expansion, market capture and growth
- 3) develop a strategy that enables investment of vertical integration opportunities and M&A targets to fuel business growth
- 4) develop organizational functional excellence in sales, marketing, operations, and R&D to deliver growth

*Organic growth may come from a mixture of:*

- 1) strengthening current product line offerings by deepening and widening the range of products we provide to the market
- 2) defining and expanding our chemical product and manufacturing value proposition in the market
- 3) expansion through vertical integration up- and downstream in the supply chain to capture market and margin opportunities
- 4) investing in insourcing manufacturing, packaging, and/or bottling technologies
- 5) in collaboration with e-commerce sales channel, expand into new markets for chemical manufacturing and fulfillment
- 6) creating an operational excellence strategy to invest in key manufacturing technologies to drive efficiency in core and adjunct core competencies

*Additional growth / inorganic growth may come from acquisition of:*

- 1) direct competitors
- 2) companies that exist inside the supply chain
- 3) adjacent and/or complementary materials and products that serves our current customer

The Division President, Manufacturing will need to make significant strategy decisions in year 1 to create a long-term cap ex, technology, facility expansion, and employee core competencies strategies and plans to enable long-term growth.

## **CORE COMPETENCIES**

*Functional leadership:* Has the breadth of capabilities to lead all aspects a manufacturing business, with all elements of business: strategic planning, sales, marketing, operations, R&D/engineering to excellence.

*Business Acumen:* Understands how business operates at a deep level. Leverages key business drivers for financial health. Deep understanding of the customers, markets and industry in order to create sound strategies that enable long-term and sustainable business growth.

*Change Leadership:* Responds to changes in the market and organization effectively, with an ability to effectively lead organizational change management.

*Professional confidence:* Approaches others assertively, responsibly, and supportively, enabling and leading steady and prioritized work to drive achievement of long-term objectives.

*Decision quality:* Makes data-driven decisions, balance short and long-term considerations in the best interest of the company. Courageous makes decisions to drive functional and company success.

*Vision:* Innovative, visionary leadership to drive business objectives in the long-term (5-10 years in the future)

*Ensures accountability:* Hires and develops top talent. Holds self and others accountable to meet commitments. Sets stretch targets and removes obstacles and barriers for organization to deliver on objectives.

*Drives results:* Consistently raises the bar and presses the organization and self towards a higher level of achievement.

*Builds effective organizations:* Building strong-identity, highly competent teams that apply their diverse skills and perspectives to achieve common goals. Creates a culture of empowerment.

*Instills trust:* Gains and maintains the confidence and trust of others through honesty, integrity, and authenticity throughout all levels of the organization. Demonstrates utmost integrity.

*Manages Complexity:* Makes sense of complex, high quantity, and sometimes contradictory information to effectively solve and/or leads others to solve problems.

*Collaborates:* Demonstrates a deep commitment to shared leadership, transparent approach, builds partnership and works collaboratively to drive, enable and/or meet shared objectives.

*Strategic Mindset:* Sees ahead to future possibilities and translates them into breakthrough strategies.

## **REQUIREMENTS**

- Bachelor's Degree in Business required. Master's degree preferred, in a business-related field.
- 15+ years of experience with progressive leadership in a Chemical Manufacturing / Distribution organization, including responsibilities for business, commercial and marketing strategy, and operational execution performance
- Demonstrated ability to set and drive metrics that drive performance in business operational and financial excellence

- Has had a P&L responsibility of at least \$250M in revenue
- Has had direct responsibility for a cross-functional organization with scope including sales, marketing, operation, engineering, etc
- Strong strategic thinking and communication skills coupled with demonstrated ability to ensure execution of tactical strategic plans for business growth and long-term sustainment of the organization
- Demonstrated record of creating and delivering a business strategy that results in >10% YOY organic and non-organic growth
- Demonstrated record of people leadership through building organization capabilities, talent selection and development
- Values-driven leadership style to guide and develop the organization in alignment with the company's culture, vision, mission, values, and strategic goals
- Demonstrated ability to inherit a long-tenured team and transform team into a high-performing, innovative team