

Position Title: President

Location: Chicago

The Company: Our client is the North American subsidiary of a well-established, world-renowned company in the area of manufacturing energy efficient building products for the construction industry.

The Opportunity:

Our client is a public, global company with a solid reputation and is very well-respected within their industry. They are financially sound and have plans to continue on their aggressive growth path for many years to come. Their future is very bright!

The organization offers significant rewards for a dynamic, driven and proactive leader who is company-minded and willing to go over and above to achieve the desired results.

This opportunity provides the chance for the right person to make an impact and be part of something special by stepping in, taking the reins and driving the company under his/her leadership.

The company currently has 3 manufacturing sites with a 4th about to be added continues to invest heavily in new facilities and technologies.

Role Focus:

Overall regional responsibility for North American Region, driving sustainable change and implementing overall business strategy as a newly acquired entity in the dynamic and innovative group of companies. Successfully driving business process for market, sales and profitability growth.

Reports to: Global Managing Director of business division

Direct Reports: Main focus Sales and Commercial, matrix reporting structure with divisional function heads for region Finance, Operations, HR, R&D etc.

Key attributes for this individual include:

High energy, great stamina, the ability to move at a fast pace, a hands-on leader who remains on top of the business at all times.

This candidate will be an aggressive driver of the business – one who stands out above the rest with a hunger, ambition and a true passion to take advantage of the opportunity that is in front of them.

They will possess strong sales capabilities and provide unquestioned confidence that they will grow the North American business. Along with their focus on sales, the candidate will demonstrate strong business acumen in all areas including operations, manufacturing, finance, customer service and marketing.

Key Responsibilities:

- Work closely with the Divisional Managing Director, play a key leadership role within the Division.
- Develop and deliver the business growth strategy for the North American Region in line with Divisional objectives.
- Ensure effective and smooth integration of new acquisitions into division.
- Play an active role in the development of a strong team based and close-knit culture, in particular, within the Divisional management team. Creating an ethos and environment where 'can do' attitudes, comradery and high achievement will flourish.
- Particular emphasis of this role is the development of a highly effective, high achieving sales teams and commercial structures to deliver strong top line growth.
- Lead, mentor and motivate the NA senior team to increase market share, drive sales growth and trading profit.
- Ensure objectives are set for all members of NA management team through regular appraisals and training needs identified and acted upon.
- In conjunction with the wider Divisional leadership team, develop and implement divisional strategic plans with the objective of continually growing the business and maximising profit.
- Oversee monthly and quarterly results to Divisional Board.
- As part of the Divisional leadership team assist in identifying and evaluating strategic acquisition targets to expand market presence across NA.
- Build positive relationships with Regional Managing Directors and senior team in Division and with Group Head Office overseas.
- Monitor closely pricing and margins by product and country. Ensure all product and project costings are accurately maintained and ensure process is in place to make accurate estimates.
- Ensure appropriate ERP, CRM and manufacturing systems are deployed and embraced by local management teams.
- Drive new product development initiatives to ensure leading edge technology continues to provide significant competitive advantage, opening new opportunities and markets.
- Drive an aggressive cost out programme, ensuring maximised profit and competitiveness at all times. Ensure product and solutions are market appropriate

Qualifications & Experience:

- Degree level qualification in business related discipline. MBA a plus.
- At least 5+ years in a senior commercial leadership position with well-developed strategic planning skills across NA markets.
- Experience of working in a diverse, multi-site, multi-country manufacturing environment.
- Ideally, a background in construction or industrial goods across a number of European and International markets.
- Familiar with specification sales to developers, building contractors, architects and design engineers.
- Exposure to M&A and post integration restructuring.
- Good cultural fit with a plc environment with global operations.
- Sound financial and business acumen.
- Ability to work under pressure and meet tight deadlines managing multiple priorities which will require significant travel on a regular basis.

Key Competencies:

- Strategic vision and can see the bigger picture while being execution focused.
- Excellent commercial and leadership abilities.
- Business focused and service delivery approach.
- Excellent people manager and team player.
- Extremely driven, determined and results oriented.
- Change management in a post integration scenario.
- Excellent presentation, interpersonal and negotiation skills.
- Resilience and adaptability.
- Ability to influence and negotiate at senior level and make an impact across a multi-cultural environment.

- A 'can do' and 'make it happen' attitude.