Position Specification

Industrial Machinery & Equipment Manufacturing
Vice President, Information Technology

The Company

Our client has successfully established itself as the market leader in innovative and energy efficient equipment. With its 130-year heritage, the company is dedicated to designing and delivering world-class heat transfer products for almost every industry. The company operates globally, with a worldwide network of manufacturing facilities and more than 1,200 employees who provide sales, service, and support. The process is ingrained in the culture which drives high performance and sets the company apart from its competitors.

In 2019, a consortium of private equity owners acquired the company and have begun rebuilding. A new leadership team has been recruited and it is now time to add a Vice President Information Technology to the organization.

The Position

Overview

This important position on the executive leadership team will develop and deliver a technology strategy and team to better enable the company's pursuit of customer service, operational excellence and consistent global delivery. The successful candidate will ensure that the IT organization is stabilized, normalized and can scale as the company grows. He or she will establish the company's technical strategy, vision and lead all aspects of technology development for innovative solutions enterprise wide. This role is responsible for developing a technology roadmap and ensuring effective implementation of solutions that support the business strategy. One key building block of the strategy will be to successfully complete the implementation of the company's ERP system.

The ideal candidate for this position will bring a mix of business acumen, technology skills and change management experience, preferably in an industrial company. This position requires a leader with strong communication skills, extensive experience with ERP systems, and experience driving process improvement projects. This position is responsible for directing and managing IT-oriented strategic plans, policies, and programs across multiple locations in order to accomplish business goals and objectives; as well as coordination of the technology infrastructure, enterprise applications, 3rd party vendor management, and data connectivity throughout the company.

Location

Midwest United States

Reporting Relationship

This position reports to the Chief Executive Officer and manages a team of 10 who are based globally.

Responsibilities

- Shape and deliver an effective short and long-term IT strategy that will stabilize and normalize key systems across the enterprise, provide the technical platform that will scale in support of growth and unlock additional business value.
- Provide both strategic and hands-on leadership to the IT team and all projects, including delivering an ERP implementation and the accompanying change management initiatives.
- Direct research on potential technology solutions and implementations in support of new initiatives, opportunities, and procurement efforts.
- Review performance of IT systems to determine operating costs, productivity levels and upgrade requirements.
- Direct the design, development and maintenance of systems, programs and systems software to meet management and company's information needs.
- Develop, maintain and oversee backup and disaster recovery (DR) and business continuity plans (BCP). Manage risk related to data storage and security.
- Develop and implement effective IT governance practices. Ensure that all IT projects have the resources and leadership needed to be successful.
- Review and assess the performance of IT vendors to ensure the right level of service is being provided at the right cost structure. Establish service level agreements (SLA's) as needed.
- Build and manage the department's budget to maximize return on invested capital.
- While implementing the technology plan that supports the growth strategy, collaborate with colleagues across the company to plan for change management so everyone can successfully transition from old processes and systems to the new approach.
- Lead IT with a customer focused attitude that emphasizes good business practices, provides workable solutions and communicates in a business vocabulary. Build a high performing team that reflects these values.

Travel

Periodic international travel will be required.

The Candidate

Education

A Bachelor's degree in Business, Computer Science, MIS, or related field. MBA preferred.

Professional Qualifications

- 15+ years' progressively responsible experience in IT, preferably including applications development, system implementations or architecture with a minimum of five years in an IT leadership role. Proven experience in managing and implementing ERP systems is a must.
- Prior experience working in the manufacturing or distribution industry is required and global experience is preferred.

- Adept at defining and providing an IT strategy and vision that will achieve business goals and continually refreshing it as business circumstances change.
- Communicates effectively with executives and management regarding technology concepts, plans, operations and requirements. Tailors the conversation and vocabulary to the audience.
- Proven capabilities in translating technology needs into prioritized plans and budgetary requirements.
- Experience managing managers and attaining results through others.
- Demonstrated project management skills ranging from minor technology upgrades to major shifts in technology approach.

Success Factors
- Develop a full knowledge of the business and IT systems as it pertains to locations, configurations, components, service levels, operations, monitoring, and future capabilities.
- Identify and cultivate relationship with strategic vendors.
- Define a technology roadmap that will drive change management and leverage technology to maximize the effectiveness of the organization.
- Create a project management timeline that will prioritize projects and initiatives in accordance with the organization's business goals.
- Lead a large-scale ERP rollout.

Personal Characteristics
- Strong business acumen and sound judgement.
- Intelligent, self-motivated problem solver.
- Self-confident, high energy, and enthusiastic with a positive attitude.
- Operates with a sense of urgency.
- Excellent oral, written and interpersonal communication skills.
- Develops and leads a high performing team.
- Highest possible personal integrity.

To learn more about this opportunity or provide a confidential referral, please contact:

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