



Position Specification

General Manager – Power Products Division

The Company

Our client is a worldwide leader in electronic component design and manufacturing. With an extensive line of state-of-the-art catalog products as well as custom capabilities, they are a global supplier of electronic components to OEMs, contract manufacturers and CEMs. The Company's engineering design centers and manufacturing facilities (in North America, Europe and Asia) supply products to a broad international customer base.

The Position

Location

California

Reporting Relationships

The position will report to the Chief Operating Officer and will interact internally with department heads, division GMs, directors, senior managers, department managers, senior VPs, COO, CFO, CEO and board of directors. Externally, this position will interact with customer's engineering managers, purchasing managers and buyers, component engineers and other key personnel.

Responsibilities

This person will direct and coordinate the activities of the Power Products Division to obtain economy of operations and maximize profits by performing the following duties personally or through subordinate supervisors. This person will match short and long term goals to deliver consistent annual revenue and profit growth in line with the Annual Plan requirements.

- Develops the Annual Plan budget and quarterly plans for the Division. Does whatever is necessary to make the Plan numbers including revenue, gross margins and operating profit.
- Directs and coordinates strategic planning for the Division as a whole – understanding customer needs, competitive abilities and where and how competitive advantage can be gained. Directs and coordinates strategic product planning for all existing product lines in the Power Products Division to develop new markets, increase market share and obtain competitive industry position.
- Plans, develops and implements the Power Products Division's goals and tactical plans. Clearly communicates these goals to the entire Division and throughout the Company. Drives execution, follows up and measures completion.
- Ensures effective communication between different global division locations and personnel.



- Sets Power Products Division structure and coordinates marketing, engineering, quality, program management and other division functions to maximize operational efficiency and economy and ensures divisional goals are met.
- Develops a yearly budget by using the established company budgeting process. Monitors, analyzes and manages the Power Products Division's spending versus budget to identify areas in which improvement in financial performance can be achieved.
- Schedules regular meetings with Power Products Division Directors to review bookings activity, new product development, marketing, product launch, quality and operations.
- Regularly visits customers to determine market requirements and customer needs, as well as, their on-going evaluation of the Company's technology, quality, delivery, service and communication.
- Leads an annual Strategic Business Review process for the Power Products Division to set and document divisional goals and plans to achieve them. This plan will be updated mid-year and will be presented to the senior staff for review and approval. The review coordinates sales, divisional and operational activities for the Power Products Division overall.
- Ensures the development of divisional directors and other senior managers.
- Confers with COO to review achievements and discuss required changes in goals and objectives.
- Develops and maintains productive relationship with operations and sales teams.

The Candidate

Education

B.S. in Engineering discipline (Electrical or Mechanical preferred)
Masters Degree in Engineering or Financial discipline or M.B.A.

Professional Qualifications

Successful candidate will be an inquisitive engineer with the tenacity to become an expert in all aspects of the Company's Power Products Division technology and possess the ability to lead a division in a very independent and autonomous manner.

The successful candidate will have experience and expertise with sales, operations, manufacturing, engineering, marketing, customer relations and business development.

The requirements listed below are representative of the knowledge, skill, and / or ability required.

- Minimum 10+ years of engineering or electronic product management / marketing experience; including sales, quality, design, manufacturing, logistics and development. International experience is very desirable.
- Demonstrated to be highly capable and willing to be "very hands on".
- Skilled with engineering and manufacturing principles.
- Solid track record of supervisory, staff development and managerial skills – willing to be a "player / coach".





- Very focused on customer satisfaction and communication.
- Ability to anticipate, acquire and analyze market demand and competitive information.
- Solid track record of project management, financial planning, department goal setting and organizational skills.
- A calculated risk taker with ability to be creative.
- Able to work autonomously, contributing as an individual, but also a solid track record of high performance team leadership.
- Quantifiable record of business development and customer satisfaction.

Travel

At least two weeks each quarter will be spent visiting key customers and relationships in China. Travel within Europe and throughout the United States is frequent.

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

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Please use this reference code in the subject line of your response:

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