Director of Product Development

A paper company with over 100 years of history is seeking a Director of Product Development for one of its divisions.

Essential Duties and Responsibilities:

- Responsible for proactively evaluating multiple sources of market data including, competitive product benchmarking, internal product performance testing, marketing inputs, sales inputs, latest technological developments in raw materials and manufacturing to identify and recommend product development strategies for identified product categories.
- Present cost impacts of proposed product changes to help the internal decision making process.
- Responsible for finalizing the product specifications and bill-of-materials for all proposed product changes.
- Responsible for owning the specifications and design of the product, the performance, the costing and the consistency for all performance tiers on all production lines.
- Understand the patent constrictions that we must work around in our industry and is responsible for evaluating solicited and unsolicited product ideas or inventions.
- Fosters a diverse workplace that enables all participants to contribute to their full potential in pursuit of organizational objectives.; Creates an entrepreneurial environment
- Demonstrates effective change leadership; Builds strategic partnerships to further departmental and organizational objectives
- Makes decisions regarding work processes or operational plans and schedules in order to achieve department objectives
- Develops monitors and appropriately adjusts the annual budget for department(s).
- (Influence/Leadership) Develops, communicates, and builds consensus for operating goals that are in alignment with the division. Provides leadership to assigned staff and supervisors by communicating and providing guidance towards achieving department objectives.
- Creates immediate to long-range plans to carry out objectives established by top management; develops and calculates a budget for a department or group to meet organizational goals; forecasts future departmental needs including human and material resources and capital expenditures; recommends or modifies the structure of organizational units or a centralized functional activity subject to senior management approval
- Provides direction and guidance to exempt specialists and/or supervisory staff who exercise significant latitude and independence in their assignments.
- Facilitates others' participation in the continuous improvement program; investigates and solves problems that impact work processes and personnel within or across units or departments
- Develops and/or identifies new work processes and the improved utilization of human and material resources within the assigned or related functions or groups

Education and Experience:
• B.S. degree in Engineering or equivalent experience.
• Minimum of 5 years in supervisory position of cross functional/technical associates in a research environment.
• Minimum of 10+ years experience in consumer and market based product development environment.
• Experience in bringing significant new designs to the marketplace.
• Demonstrated leadership of multiple teams and projects.
• Ability and willingness to travel 20-30% of the time.
• Six Sigma Black Belt Training.