

PENTAIR

GENERAL MANAGER - POOL

JOB SPEC

Overview

As a top leader in the Pool industry, Pentair combines innovative technology with deep process expertise to offer solutions, which are sustainable, secure and exceed customer expectations.

Pentair's Pool business unit is committed to being the leading provider for pool and spa solutions that exceed customer expectations, while meeting regulatory requirements.

Currently we sell and service our pool products in multiple regions around the globe including North America, South America, Europe and Australia.

Pentair is searching for a dynamic, General Manager to join our Pool business. The General Manager will lead a talented product management team while partnering with the Group President to position Pentair as the leader in Pool solutions. This individual will build an insight-driven category management discipline and will deliver impactful strategic product roadmaps.

As part of the Pool Business Unit Leadership team, the General Manager will develop a high-performing NPD culture that thrives on launching impactful, leading products to market across professional channels. This individual will lead, develop, and drive overall strategy for the respective Pool category, including plans for growth, and drive achievement of sales and margin targets globally.

Position Responsibilities

- Manage a growth-focused global product portfolio, comprised of pool systems and products worth roughly \$400 million in annual sales
- Category P&L accountability: Own and execute Revenue, Standard Margin, and Growth goals and deliver to yearly financial plan targets
- Develop and drive strategy and translate business direction into global product portfolio decisions
- Lead and develop a customer-focused, accountable and high-performing Product Management team
- Lead other functions that are dedicated to supporting our Pool category such as Sales, Marketing, Technology and Services indirectly through a matrix relationship
- Manage and be accountable for VOC, customer relationships and insights that shape our strategies
- Drive Product (and Services) Lifecycle Management: pricing, innovation, rationalization and differentiation of Products, Services and Go-to-market strategies (Channels, Digital pull) and lead innovative differentiated solutions for our customers
- Drive differentiation to accelerate top line growth, promote a competitive advantage, and set pricing strategies to increase standard margin.
- Drive effective and impactful product launches

- Provide oversight to all product portfolio strategic initiatives (branding, NPD, portfolio optimization, channel expansion opportunities) Partner with Technology and Program Management to lead cross-functional NPD + VAVE execution
- Lead cross-functional initiatives across category team and direct project teams to accomplish goals
- Partner with Sales and Marketing to build and execute actionable growth strategies– including new and existing products, and support in SIOP process
- Drives alignment and accountability with forecast and SIOP process; aligns with operations on support for growth
- Evaluate competition and recommend strategies to win against competitors
- Travel 25%

What we Require:

- Bachelor's degree
- 8-10+ years of product management / business development / category leadership experience
- A driven leader with inspiring enthusiasm for product management + development
- Experience building and executing cross-category strategic product roadmaps
- An understanding of best-in-class Product Marketing and ability to lead strategic marketing team to build consumer insight capabilities, gather and analyze voice-of-customer, and deliver impactful integrated marketing plans
- Strong financial acumen – ability to drive decisions that deliver financial/business goals
- Capability to interact with technical teams and experience working in an agile environment. Ability to build and sustain strong cross-functional relationships functional to influence, ensure open communications and drive alignment
- Desire to build a sense of shared purpose and vision to focus Pentair's strategic product development and launch plans to deliver impactful, meaningful products and experiences to consumers and partners

What we look for:

- MBA or master's level education—Highly Recommended
- Experience with connected product development and management
- Experience working effectively within an enterprise / Business Unit matrix structure to ensure functional alignment and high performance
- Participation in driving change management in the context of company culture
- Ability to quickly grasp strategic concepts and detailed, complex market and customer information and assimilate them into coherent solutions and decisions
- Demonstrated drive for results behavior that contributes to a high performance culture
- Experience setting and meeting challenging goals for product management excellence and growth impact
- Experience producing results with minimal oversight or direction
- Ability to adapt quickly to change and ambiguity
- Experience managing and developing a diverse team
- Capability to grow in Business Unit leadership roles