

PENTAIR

GENERAL MANAGER - COMMERCIAL WATER SOLUTIONS

JOB SPEC

Overview

At Pentair, you will work along-side passionate problem-solvers who are committed to the future of our planet. We put our purpose into practice, inspiring people to move, improve and enjoy life's essential resources for happier, healthier lives. From our residential and business water solutions to our sustainable innovations and applications, our 11,250 global employees serve customers in more than 150 countries, working to help improve lives and the environment around the world.

Pentair is seeking a General Manager to lead one of their Commercial Water Solutions business units. The General Manager will lead a high-performance team that thrives on developing and launching impactful, leading products and services for commercial customers. This individual will lead a growth-focused global product portfolio with over \$250 million in annual sales. The General Manager will develop and drive the overall growth and profitability strategy for Commercial Water Solution product categories through a cross-functional direct report team of Product Management and Service leaders as well as matrixed leaders from Operations, Sales, Technology, Finance and Marketing.

Responsibilities

- Develops and drives strategy and translates business direction into global product portfolio decisions for the entire category.
- Takes a broad perspective on the overall goals and performance of the category incorporating all aspects of the business including Sales, Operations, Marketing, Technology, Financial, Human Resources, Compliance, and others.
- Responsible for meeting or exceeding P&L targets (i.e., sales, standard margin).
- Aligns, inspires, and develops teams across functional and geographic boundaries.
- Ensures customer perspective and end-user needs are a driving force behind strategic priorities, business decisions, product and service innovation and organizational processes.
- Utilizes data to diagnose business strengths and weaknesses and identify the implications for potential strategies and to increase financial performance and growth.
- Provides oversight to all product portfolio strategic initiatives (e.g., branding, NPD, portfolio optimization, channel expansion).
- Partners with Technology and Program Management to lead cross-functional NPD and VAVE execution.
- Integrates profit and revenue considerations into business and operational decisions and allocates appropriate resources by making trade-offs while maintaining a focus on achieving goals and profitability targets.
- Develops pricing strategies and tactics through effective interpretation of market dynamics, customer insights, and profitability analytics.
- Utilizes financial modeling and risk analysis to make decisions. Evaluates, recommends, and makes decisions based upon proposals and/or contract terms and conditions.
- Leads value proposition definition and differentiation of product and service portfolio.
- Identifies and champions new business models or services and is accountable for business plans.

Pentair Executive Search Partner

- Drives alignment and accountability with forecast and SIO process and aligns with Operations on support for growth.

Skills

- Ability to develop and execute strategy and achieve significant top and bottom-line results.
- Understands key drivers of sales and profit growth and establishes innovative strategies that create growth.
- Ability to generate new business by growing market share, expanding brands, identifying high-growth product categories, and developing new businesses.
- Recognizes and assesses risk and key indicators of financial health (e.g., liquidity, profitability, and productivity ratios) and identifies trends from financial data to guide strategic and operational decision making.
- Understands key financial statements and demonstrates proper cash flow management (capex, working capital, etc.)
- Ability to quickly grasp strategic concepts and detailed, complex market and customer information and assimilate them into coherent solutions and decisions.
- Understands how to utilize different functions and key stakeholder groups (e.g., customers, vendors) to meet unique demands, constraints, and opportunities for the business.

What we Require

- At least 10 years of product management, business development and/or category leadership experience.
- Experience building and executing strategic product roadmaps.
- An understanding of best-in-class product marketing and ability to build consumer insight capabilities, gather and analyze voice-of-customer, and deliver impactful integrated marketing plans.
- Strong financial acumen and the ability to drive decisions that deliver business goals.
- A driven leader with inspiring enthusiasm for product management and development.
- 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.
- Ability to travel as needed for the role.
- A bachelor's degree is required and an MBA or master's degree is preferred.

What we look for:

- Experience working effectively within a business unit matrix structure to ensure functional alignment and high performance.
- Demonstrated drive for results that contributes to a high-performance culture.
- Ability to adapt quickly to change and ambiguity.
- Experience managing and developing a diverse team.