

PENTAIR

GENERAL MANAGER - RESIDENTIAL 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 its Residential Systems business. The General Manager will lead a high-performing global team that thrives on driving differentiated growth of Filtration portfolio in Prochannel, wholesale and ecommerce channels with over \$200 million in annual sales. The General Manager will develop and drive the strategy and commercialization plan for the Systems product categories with emphasis on growth in the filtration portfolio through a cross-functional direct report team of Product Management and Sales as well as matrixed leaders from Operations, Technology, Finance and Marketing.

Responsibilities

- Develops and drives strategy and translates business direction into global product portfolio decisions for the entire category – meeting or exceeding P&L Targets (i.e., sales, standard margin).
- In particular drive the Go To market strategy , NPD, VAVE, SIOP and forecasting for the category incorporating all aspects of the business including Sales, Operations, Marketing, Technology, Financial, Human Resources, Compliance, and others.
- Develop a strong commercialization and go-to-market strategy for each channel within the Filtration business and adjust based on market and consumer trends.
- Responsible for establishing a key account management approach in all channels (Retail, Wholesale, ecommerce) & establishing strong relationships by driving joint marketing and development programs
- Leads Sales and Product Management functions but indirectly aligns, inspires, and develops teams across functional and geographic boundaries.
- Utilizes data to diagnose business strengths and weaknesses and identify the implications for potential strategies to increase financial performance and growth.
- 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, champions and develops business plans for new business models , services and to develop a robust recurring business revenue stream.

Pentair Executive Search Partner



Skills

- Ability to develop and execute a strong commercialization plan and achieve significant top and bottom-line results.
- Strong skills in both building strong relationships and negotiations
- Understands key drivers of sales and profit growth and establishes innovative strategies to achieve
- Ability to articulate differentiation in a crowded market
- 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 a commercialization plan across multiple channels
- 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.