

## BUSINESS UNIT LEADER / MANAGER



### ROLE SUMMARY:

Noble Polymers designs and manufactures custom compounded resins including thermoplastic polyolefins (TPO), thermoplastic elastomers (TPE), nanocomposites, non-halogenated flame-retardants and specialty polymers. The Business Unit Leader provides related contract manufacturing services for applications in multiple industries and maximizes the unit's profitability and long-range growth. The Business Unit Leader is the lead sales person for the business and must have excellent sales skills. In addition, this person will manage all aspects of business including: profit and loss, order management, quality control, logistics, product management, accounting and customer support. This position will supervise and manage Noble Polymers staff members and work with other support functions within the Cascade Engineering Family of Companies.

### GENERAL RESPONSIBILITIES:

- Responsible for profit and loss statements of the business unit
- Responsible for day to day operation of the business unit to ensure products meet market requirements for cost, quality and delivery
- Executes the business plan and monitors/evaluates results to assure business unit objectives
- Strategizes, plans and directs sales and marketing activities to attain maximum sales volume for Noble Polymers' products and services
- Sets pricing strategy to meet revenue and profitability goals
- Keeps senior management and the board of directors informed of the unit performance and recommends actions to improve
- Serves the customer with excellence and strategically positions the unit for the long-term growth and success
- Represents the business unit and manages the relationships with customers, suppliers, stakeholders and the general public
- Directs the development of new and improved products and markets
- Works with materials engineering group, sales and finance to champion the development and implementation of product portfolio
- Develops and protects appropriate technology, which enables the unit to become known in the market for its expertise
- Develops short- and long-term plans and programs for manufacturing, engineering, quality, human resources, sales and other staff functions
- Utilizes lean principles to eliminate waste and maximize organizational efficiencies
- Evaluates needs and ensures appropriate allocation and maintenance of resources (equipment, capital, facilities and people) to achieve maximum effectiveness
- Personnel planning and development
- Maintains and supports prescribed programs of employee relations, health and safety, learning and development, compensation and benefits for employees in the unit
- Assures compliance with all legal and regulatory requirements

### MINIMUM EDUCATION, EXPERIENCE AND CORE COMPETENCY REQUIREMENTS:

- Bachelor's Degree
- 5+ years of experience in a manufacturing or materials environment in a leadership role at a strategic level
- Strong visionary and conceptual skills with an ability to translate vision into actual results
- Proven record of successful achievement
- Understanding of the tangible benefits of diversity, innovation and sustainability
- Demonstrated success in defining and launching products
- Excellent interpersonal, management/team development, communication and problem solving skills
- Strong presentations skills with proven ability to gain consensus and successfully implement ideas
- Outstanding project management skill set
- Working knowledge of MS Office tools

### PREFERRED EDUCATION, EXPERIENCE AND CORE COMPETENCY REQUIREMENTS:

- Master's Degree in Material Science or Chemistry
- Experience in material compounding operations

Cascade Engineering offers a progressive environment, family-friendly advantages, competitive compensation and benefits. Cascade Engineering celebrates Diversity / EOE

To apply for this job, please email your resume and cover letter to [hr-recruiter@cascadeng.com](mailto:hr-recruiter@cascadeng.com)

