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From: **Edgar Anders** <edgarpanders@aol.com>

Date: Sun, Jun 1, 2008 at 4:09 PM

Subject: Can you recommend someone for this job: Product Manager - Functional Systems at Danisco USA

To: YangMing Lo <ymlo@umd.edu>

If you have a moment, I'd appreciate your help. Please take a look and forward this job on to anyone you think would be interested in the position, or anyone else who could help me find a great candidate.

Thanks for your help!

-Edgar Anders

Company: Danisco USA

Job Title: Product Manager - Functional Systems

Description: NATURE OF WORK

The Product Manager - Functional Systems, is accountable to the VP/Director G&S, NAFTA for establishing sales and market goals, business plans, and standards of performance for the U.S. and Canada, and marketing goals and standards for Mexico. The primary accountability is for the profit/market share both in the short and long term for the North American continent. With respect to Mexico, incumbent must work closely with the Regional-manager and sales staff of Mexico. Overall goals are agreed by incumbent and VP/Director G&S, NAFTA.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. The Product Manager has overall business accountability for businesses in U.S., Canada, and marketing and technical

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support in Mexico. This includes establishing the strategic plan (5-10 years), business plan (2-3 years), and ensuring that the annual sales budget prepared for the individual countries within NAFTA, are in line with their business plan. With regards to the annual budget, employee is responsible for the preparation, as it pertains to product costs, gross profit margins and cost allocation.

2. The Product Manager has limited staff and works closely with sales, innovation and Industry Teams to identify new sales opportunities for the business center. When these ideas required new product development or services, employee works with the Regional Division, Global Division, Innovation and Operations to realize these. When a new product or service has been developed, he/she works closely with the Industry Managers to prepare a promotion. In the day to day activities, the Product Manager draws also on Finance, Human Resources, Operations, Information Technology and Marketing Services for needed services.

3. The Product Manager has responsibility for the working capital objective in the Division G&S and works together with operation and finance to achieve targets set by the Regional Senior Vice President.

4. The Product Manager is part of the Regional and Global Division and will represent the interests of the region in the Division, the same as the employee will represent the interest of the Division in the region.

5. Incumbent provides the common link for all exports for U.S. production, whether to areas where we provide marketing

services (NAFTA) or to other countries as assigned by the Senior Vice President, Americas. This includes providing systems for forecasting order status, communicating and logistics for exports.

6. Incumbent works with Materials Management to assure efficient, customer oriented distribution with respect to warehousing, traffic and products occasional returns. All customer oriented standards for quality, delivery, technical service are to be approved by the incumbent or whomever the incumbent might delegate any of these areas.

7. Regular attendance is an essential function of this position.

8. Compliance with applicable company policies concerning maintaining a drug free workplace is required.

9. Compliance with all Company policies is required.

10. Other functions as required (non-essential functions).

Responsible to participate in the Quality Council which reviews goals for advancement of Danisco' Quality Systems.

Ensure adherence to all management systems including, ISO 9001:2000, ISO 14001 and OHSAS 18001 and Food Safety, with an understanding of Danisco's Quality and Environmental Policies and procedures. Responsible that these policies and procedures are implemented throughout the organization and all related activities under the position's jurisdiction.

Requirements

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

Incumbent should have a BS (preferably MS) degree in Food Science or related field with experience in Business Management and Strategy Incumbent should have 10 - 15 years technical marketing and sales experience in food industry. Excellent oral/written communication and interpersonal skills required. Demonstrated ability to coordinate a high level of activity under a variety of conditions and constraints. Incumbent should have previous management experience preferably minimum of 5 - 10 years. Experience in international marketing a plus.

SCOPE OF POSITION

This position reports directly to the VP/Director G&S, NAFTA and has management/supervisory responsibilities of Product Services Functional Systems. Typical decision making involves sales and market goals, plans and profit/market share for North America.

Management retains the discretion to add or change the duties

of this position at any time.

WORKING CONDITIONS

This position works primarily in an office environment. Travel expected up to 30% to 60% of time.

MAJOR ACCOUNTABILITIES

1. DETERMINE MARKET SHARE POSITION AND PROFITABILITY (to be approved by the VP/Director G&S, NAFTA) that can be achieved over the next three (3) years and the long term vision/focus of Marketing through the Business Centers for Sales territory of the North American Continent.
2. DEVELOP AND IMPLEMENT PLANS to achieve Item One (1) through use of Sales, Innovation, and Marketing Services.
3. PROVIDE PRICING GUIDELINES consistent with profit and market share goals.
4. ANALYZE MARKET AND COMPETITIVE INTELLIGENCE to determine weaknesses/dangers and opportunities to obtain the best planning.

5. DEVELOP AND IMPLEMENT PLANS FOR DUSA TO GROW INTO ALIGNED BUSINESSES through internal development and acquisition.

6. PROVIDE CM I FORECAST AND DEPARTMENT BUDGET for the VP/Director G&S, NAFTA and Director, Finance.

7. PROVIDE CM II AND MODIFIED OPERATING PROFIT FORECASTS with Operations to the VP/Director G&S, NAFTA and Director, Finance.

8. REVIEW AND APPROVE SALES FORECAST for production planning.

9. DETERMINE SALES PRIORITIES with the VP/Director G&S, NAFTA.

10. PROVIDE SALES FORCE WITH SELLING TOOLS AND SALES PROGRAMS including general product and a...

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