

**Job Description**  
**Director, Product Development**  
**Century International Arms, Inc.**  
**Century Arms, Inc.**

Reports to: Vice President, Operations  
Location: Vermont/Florida

Position Type: Full-Time

**Summary of Position Mission**

The Director, Product Development will play a leading role in Century Arms. This role will be the central figure for all technical product development decisions within the company and will report to the Vice President, Operations. This role will work with other members of the company, and multiple cross-functional support organizations. This position will help to guide and implement the Century Arms product roadmaps such that Century Arms develops and grows its global leadership position in the firearms industry. The Director, Product Development will be accountable for the evolution, development, and improvement of Century Arms innovative products, ensuring Century Arms can deliver best-in-class products for shooting enthusiasts, hunters, and other related markets.

**Responsibilities**

- Working in close concert with the business development, product management, and marketing teams, implement and advance the strategic product direction for the company.
- Implement a fast-paced product development and product innovation system to bring forth groundbreaking, innovative products or product characteristics in a timely manner.
- Lead cross-functional teams comprised of members from Business Management, Engineering, Marketing, Finance, Operations, etc. in the development of new products, providing project guidance and leadership to ensure products meet the defined product requirements and launch objectives.
- Ensure product development utilizes the Design<sub>(x)</sub> principle incorporating all pertinent design objectives such as cost, manufacturability, safety, etc... into each company product.
- Manage and maintain Century Arms Technical Product Roadmap and ensure the company's product portfolio fits within the outlined strategic direction.
- Using the company's defined product strategic direction, map out the company's product pipeline and identify gaps and/or unnecessary duplications. Ongoing ownership for the continuous development and management of the new and continuing product pipeline including obsolescence.
- Develop and promote strategies for market participation in selected market segments, working with Marketing, Sales and Business Management. Review and regularly update the market strategies and related strategies according to the planning cycle cadence.
- Define, adapt, or improve the processes essential to the successful execution of the Product Development organization. Key processes include but are not limited to Product Lifecycle Management, Requirements Management, Portfolio Management and Prioritization, Pricing, and Competitive Analysis.
- Based on the company's strategic direction, feedback from other team members, Sales, Marketing, Operations, and direct interaction with the customer, define existing product changes and new product requirements with a focus on the technical requirements for each product.
- Manage each product's life cycle from inception to obsolescence.
- Work closely with Business Management and Marketing to establish product positioning plans, roll-out plans, and other strategic marketing initiatives for new products in each market.
- In conjunction with Business Management and Engineering, ensure the design and execution of new products support the overall strategic product direction of the company.

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- As the Century Arms product expert for the company, provide the technical leadership for the entire product portfolio.
- Take ownership for the company's technical marketing requirements including information and technical data for price sheets, product sales sheets, product user guides, etc.
- Work closely with Marketing and Sales in the analysis of market forces and preferences with a focus on translating them into Century Arms technical product requirements.
- Work closely with Business Management & Business Development in the analysis of potential government contract opportunities with a focus on translating them into Century Arms technical product requirements.
- As needed, work with Sales to communicate directly with the customer to define the product needs and/or offer technical solutions related to the company's product offerings.
- Provide Sales, Customer Service, Marketing and specific customers with product knowledge through comprehensive product training.
- Carry out financial planning, cost estimates, forecast expenditure and once financial resources are authorized conduct period reviews of budgets and costs on all products.
- Identify all Intellectual Property and ensure it is captured and protected for all new products.
- As required, provide program and project management for specific customers or opportunities
- Protect the organization's value by keeping information confidential.
- Support and adhere to all ISO standards applicable to the Company.
- Adhere to all employment policies/safety policies/practices required by law/established by Company.
- Wear all necessary Personal Protective Equipment directed by the Company at all times.
- Demonstrate sound working knowledge of firearms safety.
- Maintain and keep workstation and department area clean.
- Immediately report any maintenance and/or safety issues to Management.
- Demonstrate a positive attitude toward co-workers, other department and the Company.
- Maintain respect, courtesy, and professionalism toward all co-workers and the Company.
- Communicate clearly and effectively with co-workers and management.
- Actively participate and support the 5S process within the work area on a daily basis.
- ***Other duties will be assigned as required.***

**Qualifications & Knowledge Required**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. These requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Bachelor's degree in Engineering with an MBA will be preferred.
- 10+ year's product or related technical management experience in a product driven company with a global customer base.
- Experience managing and developing products with highly defined customer technical requirements and governing technical standards.
- Demonstrable project management experience leading cross-functional teams in product development effort ensuring that resources are used in the most productive and cost-effective way --PMP certification a plus.
- Proven success in all phases of the product life cycle—identification of need, development of product requirements, product design, quality and production hand-off, launch and ongoing product management.
- A proven track record of gathering requirements across diverse functional areas and converting them into a clear product direction.

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- Demonstrated ability to align and lead a team in the execution of corporate and business unit goals.
- Knowledge in machining, manufacturing and testing of metals.
- Exposure working in or with marketing and/or product engineering departments is a plus.
- Understanding of ISO 9001 requirements and Lean Manufacturing concepts.
- Continuous improvement mindset.
- Passion for exploration and the ability to learn quickly.
- Ability to effectively attract and select motivated and dedicated staff.
- Development and/or Management of employee training and development program.
- Outstanding interpersonal skills, ability to successfully operate in a dynamic fast-paced organization.
- Driven for success and desire to be an integral part of a winning team.
- Responsiveness to external and internal customers and a can-do, positive attitude are a must.
- Prior firearms industry experience is a big plus.
- Willingness to travel up to 20% of time to include internationally.

**Working Conditions**

Work is normally performed in a climate-controlled office environment and throughout a heated manufacturing and warehouse facility. Exposure to conditions of extreme heat/cold, poor ventilation, fumes and gases is very limited. Noise level is moderate and includes sounds of normal office equipment (computers, telephones, etc.). No known environmental hazards are encountered in normal performance of job duties.

**Physical Demands**

The physical demands and work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions:

- Be able to lift objects commonly found in offices, up to 20 lbs.
- Able to travel locally by car as needed
- Able to work at a computer for long periods of time.
- Some repetitive motion required
- 40 hours per week (Monday through Friday), (Project timelines and work volume/deadlines may require more than 40 hours per week to complete essential duties of this job. Flexibility to work early mornings, evenings and weekends as needed)
- Capable of occasional plane travel
- Must have mental processes for reasoning, remembering, mathematics and language ability (reading, writing and speaking English language) to perform the duties proficiently

**Disclaimers**

- This job description should not be interpreted to be a complete list of all the duties and responsibilities performed by the jobholder. To maintain organizational flexibility, management has the discretion to add, drop or change at any time the duties, responsibilities and expectations of this job.
- This job description does not constitute an offer of employment, continuous employment or an employment contract. We are an at-will employer and either you or the employer may terminate the employment relationship at any time, for any legal reason or for no reason.

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Employee Signature:		Date:	
Witnessed By:		Date:	
Last Updated By:	Jim Hester	Date:	12/19/2018