

Job Description
Product Manager
Century International Arms, Inc.
Century Arms, Inc.

Reports to: Director, Business Management
Location: Vermont

Position Type: Full-Time

Summary of Position

Responsible for direction of sales, marketing and purchasing with the required research, analysis, creative and selling support for specific product segments/brands.

Responsibilities

- Conduct product and market analysis on new and existing products and provide inputs and feedback to help guide product development efforts.
- Develop new products utilizing 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 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.
- Using established Product Management processes, collect, evaluate and prioritize requirements for both existing and new products and services targeted to the market space that have been selected for Century participation.
- Assist in the capture of requirements from all relevant sources (customers, service, sales, etc.). Provide feedback to originating requirement organizations on status and expected incorporation of requirements.
- Research competitors in the marketplace including the review of competitive pricing and develop price strategies.
- Develop Business Cases for new products.
- Manage the life cycle of new and existing products to ensure all aspects from inception to end-of-life are planned and executed flawlessly.
- Assist Marketing Department in social media post and advertisement design.
- Technical advisor on our product line during sales training or marketing events.
- Assist in sales goals by researching where products have been sold and quantities.
- Develop and maintain communication channels with Sales Dept.
- Recommend and execute changes in existing programs.
- Research Projects as required.
- Attend trade shows and events as necessary.
- Protects organization's value by keeping information confidential.
- Support and adhere to all ISO standards applicable to the Company.
- Wears all necessary Personal Protective Equipment directed by the Company at all times.
- Demonstrates complete working knowledge of firearms safety.
- Maintains and keeps workstation and department area clean.
- Immediately reports any maintenance and/or safety issues to Management.
- Demonstrates a positive attitude toward co-workers, other department and the Company.
- Maintains respect, courtesy and professionalism toward all co-workers and the Company.
- Communicates 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.***

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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 a technical or marketing field or equivalent experience required
- MBA plus 3 to 5 years' product management experience preferred
- Firearms knowledge required
- Minimum of two years' experience in a business to business environment
- Track record of using qualitative and quantitative data to prioritize and drive decision-making.
- Able to define and execute sales support material including presentation material and sell sheets
- Strong written and analytical skills
- Strong computer skills a plus, including Database Management (Graphics and Desktop Publishing a bonus)
- Price analysis, product line forecasting, and product costing from product inception to the end user
- Excellent research skills

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 light manufacturing, shipping and receiving, and 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 work at a computer for long periods of time
- Able to travel locally by car as needed
- Capable of occasional plane travel
- Able to work additional hours as needed. (Project timelines and work volume/deadlines may require more than 40 hours per week to complete essential duties of this job.)
- Must have mental processes for reasoning, remembering, mathematics and language ability (reading, writing and speaking English language) to perform the duties proficiently
- Able to work full-time, including early mornings, evenings and weekends as needed

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.

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- 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.

Employee Signature:		Date:	
Witnessed By:		Date:	
Last Updated By:	Kelly Ashline	Date:	04/08/2019