

### JOB DESCRIPTION

<b>Job Title:</b>	<b>Director Of Technology</b>	<b>Job Department:</b>	R&D
<b>Location:</b>	Sheboygan, Wisconsin	<b>Travel Required:</b>	30%
<b>Reports To:</b>	President & CEO	<b>Position Type:</b>	Salary

#### About Us

Sheboygan Paint is a Privately Owned, General Industrial Paint Manufacturer, with national paint distribution capabilities and a diverse compliant product portfolio. Established in 1921, Sheboygan Paint Company is ranked 20th of US Paint Companies and excels at manufacturing innovative coating solutions. We are implicitly trusted and rewarded for adding premium value to each targeted customer’s industrial coatings process and aim to be the most recognized family-owned industrial paint company in America.

**Summary:** Director Of Technology is a key leadership position with primary responsibilities for the development of next generation industrial coating technologies, current formula modification for maintenance and business growth opportunities, plant support, quality and assist regulatory functions across two labs and manufacturing sites in Sheboygan, WI and Cedartown, GA.

#### Development:

- Responsible for managing R&D personnel and lab footprints at two sites for the development of next generation liquid waterbased, solvent based and radiation cure technologies.
- Work closely with supply partners in the development of novel chemistries to enable competitively differentiated value selling efforts.
- Identify opportunities to expand intellectual property.
- Execute statistically sound experimentation practices.
- Use of Design for Six Sigma concepts and stage gate project management techniques to reduce project cycle-time and first run capable formulations.
- Collaborate with cross-functional team leaders to ensure next generation technologies that deliver targeted customer value and are sustainable across supply-chain, manufacturing.
- Manage and execute capital expenditures to support customer alignment and new technology as well as improve efficiency and/or quality of product development efforts.

#### Maintenance Of Business:

- Formula modifications to meet unique customer requests of performance for solution, application and film properties.
- Color match to meet customer requests.
- Support a business model of high degree of customization to meet individual customer requirements.

**Plant Support:**

- Troubleshoot manufacturing issues with batch processing.
- Support manufacturing team with process efficiency, new equipment project management and drive for cycle-time reduction, quality improvement and first run capable formulations.

**Quality Management:**

- Problem solving to resolve customer and field complaints.
- Manage all aspects of product quality.
- Monthly Report out of COPQ (Cost Of Poor Quality) and continuous quality improvement using LSS tools and DMAIC problem solving techniques.

**Qualifications:**

- Minimum BS STEM field Degree, Masters Degree preferred.
- Minimum five years of experience managing R&D Teams.
- Minimum 10 years Coatings experience, industrial coatings preferred
- Minimum LSS certified to green belt level, black belt preferred.
- Effective collaborator across functions, customers, suppliers and other key stakeholders in the business.
- Proficient at Excel, Word, and Powerpoint.
- Willingness to travel 30%+.

**Please submit your resume to Esmeralda Garibay, HR Manager  
egaribay@shebpaint.com**