Global Technology Manager – Fibers and Composites

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Company Overview
Michelman is a global developer and manufacturer of environmentally friendly advanced materials for industry, offering solutions for the coatings, printing & packaging, and industrial manufacturing markets. The company’s surface modifiers, additives, and polymers are used by leading manufacturers around the world to enhance performance attributes and add value in applications including wood and floor care products, metal and industrial coatings, paints, varnishes, inks, fibers, and composites. Michelman is also well-known as an innovator in the development of barrier and functional coatings, as well as digital printing press primers that are used in the production of consumer and industrial packaging and paper products, labels, and commercially printed materials. Michelman serves its customers with production facilities in North America, Europe, and Asia, product development and technical service centers in several major global markets, and a worldwide team of highly trained business development personnel.

General Summary
We have a great opportunity for a Global Technology Manager to join our Fibers and Composites business segment. You will be responsible for the leadership, coordination, and supervision of the Technology Team. You will have the opportunity to collaborate with the Global Technology Director on the development of the strategy. In addition, you will be responsible for the implementation and execution of the strategic plan. You will also serve on the Technology Leadership Team.

Primary Responsibilities
Research & Development
• Identify, evaluate, and commercialize new products and technologies needed for innovation and growth
• Direct the integration of product development activities with marketing and manufacturing
• Obtain intellectual property protection for commercial activities
• Engage in special continuous improvement opportunities including next generation technical project data collection, scale-up protocols, results reporting, and following up on audits
• Update procedures where appropriate and communicate changes to the team
• Hold the technology staff and inter-departmental associates accountable to project success and commercialization
• Participate in new technology scouting and identify opportunities for growth

External Relationships
• Maintain high level of focus on the importance of customers and prospects and embrace customer/prospect focus throughout the organization, personally doing whatever is appropriate
• Conduct and coordinate technical support to regional customers regarding current and emerging markets
• Develop and maintain a network with customers, consultants, co-suppliers, and industry leaders to share knowledge and demonstrate Michelman’s technical leadership
• Collaborate with global commercial and technical organizations based in Europe, North America, and Asia
People Development
- Foster and energize the team of technical experts who can support our growth through R&D and technical service support
- Enable and ensure alignment around technology development strategies to help teams work toward common goals
- Establish performance accountabilities and conduct work development discussions for your team members

Strategic Planning
- Define the mission & strategic direction for technical infrastructure and product development
- Establish metrics to ensure implementation for commercial division
- Collaborate with the commercial team in strategic development and commercialization of products and technical support

Financial Management
- Participate in implementing business and departmental plans to achieve the year-to-year and long-term goals of the organization and focus on profitable revenue growth globally
- Manage the technology budget for salaries and expenditures

Leadership
- Participate as a member of the Technology Leadership Team

Other
- Able to travel approximately 25% of the time by car and plane and visit a base of customers and facilities
- Able to work in chemical laboratory environment where PPE may be required
- Able to work in a plant/manufacturing environment including customer facilities
- Perform related duties as assigned or as the situation dictates

Critical Competencies, Knowledge, Skills, and Abilities
- Strong leadership with trackable records
- Possess excellent interpersonal and communication skills, excellent problem solving and conflict management
- Strong organizational, prioritization and influential skills
- Possess strong verbal and written communication skills, able to communicate to all levels and functions
- High level of self-management, self-motivation, initiative and proactive
- Proven ability to think independently and handle multiple projects through to completion with excellent attention of detail
- Proficient in lab testing procedures
- Able to perform financial calculations and create and manage budgets
- Understanding in water-based specialty chemicals, formulating, additives and their functions, and overall coating performance and requirements
Education and Experience

- Master's degree in Chemistry, Chemical Engineering, Polymer Science, or other Physical Science required; Ph.D. in similar discipline preferred
- 10+ years of technical experience in the Fibers and Composites industry
- 5+ years of managing teams across multiple locations
- Demonstrate career development of increasing responsibility and success in working on projects from concept to commercialization
- Experience in water based formulations, polymers, emulsions, dispersions required
- Experience working in a global environment
- Working knowledge of water-based paint, ink, paper/film coating, as well as, water-based raw material suppliers
- Project management experience a plus
- Experience in conducting product trials at customer’s facility and equipment

Note: The statements above are intended to describe the general nature and level of work being performed by people assigned to the job. They are not construed to be an exhaustive list of responsibilities, duties and skills required of personnel. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

About Michelman

Michelman is proud of the values-focused work environment that we have crafted. We pride ourselves in our focus on our values of integrity, respect, success, collaboration, curiosity, and giving. With our dedication to your technical and professional growth in addition to our rigorous onboarding experience, we guarantee that you will find yourself challenged in new ways. We offer an excellent salary, incentive and benefits package in a dynamic, empowered team environment.

No phone calls please. Michelman does not hire individuals who use tobacco products. All candidates will receive a drug test prior to beginning employment which will include a test for tobacco products.

For more information about Michelman, please visit [https://www.michelman.com/](https://www.michelman.com/).

It is Michelman, Inc. policy to seek and employ qualified persons in all jobs in a manner which will ensure equal employment opportunity as well as administer personnel actions in a manner as to not discriminate against any person on the basis of race, religion, national origin, age, sexual orientation or disability. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

*Michelman is an Equal Opportunity Employer Minorities/Females/Disabled/Veterans*