



Global Product Manager CBRNe Protection

Air Techniques International (ATI), a division of Hamilton Associates, Inc., is the leading designer and manufacturer of air quality testing and monitoring products and services that fulfill our purpose of Protecting *People, Products, and Critical Infrastructure*. We serve markets that include biopharmaceutical manufacturing (cleanroom production), nuclear energy production, industrial hygiene, and military and counterterrorism applications including respirator mask testing and airborne bio-surveillance. We are the market leader in our more mature product lines, and we are a new entrant to some exciting new markets to be developed. Our business has global reach, with more than half of our sales outside the United States. But we are still a small company (about 40 employees) with significant room for growth and numerous opportunities for business expansion.

For additional information about our Company and our product lines, please visit our websites at www.hamiltonassoc.com, and www.atitest.com.

POSITION OVERVIEW

We are in the early days of building and executing an ambitious growth strategy that involves strengthening our core business in HEPA filter leak detection testing for cleanrooms while broadening our product lines and technology portfolio, and creating new markets, that will protect People, Products & Critical Infrastructure against CBRNe terrorist attacks. While the importance of the Product Management role is well-understood by the ATI leadership team, the role is new for the organization, and viewed as a key strategic hire. You will be technically strong and build out the Product's Book of Knowledge. We are looking for **Product Managers** well-versed in stage-gate new product development process and who have taken numerous products from ideation to launch, with a strong focus on the product or service's value proposition. We need someone who has end-to-end experience from ideation through launch of a new product or service platform.

ATI is still a small company, so this person must be agile, willing to "roll up his/her sleeves" and get things done, while providing sound product technical and commercial leadership.

Key responsibilities include:

- **Product Portfolio Management** – You will have pro-forma P&L responsibilities, define market & product requirements for new products, define product roadmap, manage new product launches/introduction, product pricing and positioning, and overall product lifecycle management.
- **New Product Development Leadership** – As we build out our organization, we recognize the need to have strong leaders who have experience leading cross-functional stage-gate NPD projects. You will be asked to lead some NPD projects.
- **Market and Application Development** – You will provide strategic understanding and insights into the company's target markets, competitive landscape, customer buying behaviors, regional dynamics, adjacent growth opportunities, etc.
- **Thought Leadership** – Identify opportunities to educate our customers and markets about our solutions and how they deliver value that may include technical or competitive tests, white papers, application guides, and application-specific ROI calculators. We're a data-driven company, but need help transitioning data into

information, and using those insights to deliver value to our customers.

Specific key initiatives include:

- Prepare and execute the launch of new products.
- Define market and product requirements for our Chem-Bio Protection Service business.
- Develop Product Management best practices.
- Provide technical content to build out the Product's Book of Knowledge. Support the development of our support section of our website, helping customers understand your products, applications and best-practices, only now in the early stages of development.

JOB QUALIFICATIONS & REQUIREMENTS

Well-qualified candidates will possess the following, skills, experience and traits:

- Bachelor's degree from an accredited university. MBA preferred.
- Minimum of 7 years Product Management experience, with demonstrated success generating launching new product platforms and capturing market share.
- Experience leading NPD development projects over \$1M with 2+ years project management experience. PMP preferred, but not required.
- Experience with CBRNe Protection equipment (detectors, collectors) or DoD/DHS government programs preferred, but not a deal breaker.
- Technical acumen required to understand the company's products, markets, and applications. Prefer experience in one or more of ATI's target markets, but not a deal killer.
- Demonstrated experience using data to identify opportunities and quantify value propositions.
- Subject matter expertise quantifying value propositions, stage-gate new product development, product positioning, new product introduction, new market development, competitive analysis, etc.
- Experience with strategy deployment / policy deployment / Hoshin preferred.
- Conscientious, with a high level of attention to detail.
- Excellent communication and presentation skills.
- Excellent project management skills – ability to break down a major initiative into tasks and drive execution to schedule and budget, and in a manner that engages the team members.
- Proven business leader; comfortable working under minimal supervision and able to execute and improve on the direction and objectives agreed with the President and senior leadership.
- Leads by example and with humility. High EQ. Engages with colleagues and customers positively and collaboratively, seeking out and being open to feedback from all directions and sources. Loves learning and personal improvement.
- Solves problems (doesn't just observe them) and is driven to continually improve the company's position and strategic growth efforts.
- A sense of humor. (The work is demanding and rewarding, but we like to have fun, too).
- Ability to travel as required, meeting with customers and distributors to develop a deep understanding of the business, visit branch offices, attend shows and conferences, etc. Both domestic and international travel is required, sometimes involving weekends.

PHYSICAL REQUIREMENTS AND WORKING CONDITIONS

- Light work
- Lifting up to 20 pounds
- Walking
- Speaking
- Hearing
- Visual Acuity

COMPENSATION & BENEFITS

We offer an attractive compensation package in addition to a comprehensive benefits program including health insurance, 401(k) Plan with matching and profit sharing, generous paid time-off (PTO) policy, life and disability coverage, plus much more!

CONTACT US

If you are a driven, results-oriented individual seeking an opportunity to play a key role in the continuing growth of a reputable organization, please forward your resume, in WORD or PDF format, along with your salary history/requirements, to us for immediate consideration.

E-mail Address: atipm.resumes@atitest.com

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We are an Equal Employment Opportunity (EEO) employer.

Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability or protected veteran status.