



**Location for this position:**

**Rowmark**  
**5409 Hamlet Dr.**  
**Findlay, Ohio 45840**  
**[www.rowmarkllc.com](http://www.rowmarkllc.com)**

**Job Title:** Vice President of Information Technology (VP of IT)

**Reports To:** CEO

**Position Summary:** The VP of IT will report to the CEO and will be a member of the Executive Leadership Team. S/he will build and manage an enterprise-wide IT organization that is strategically aligned with the business and brings together people, information technology, and business processes in a smooth and integrated manner. This leader will collaborate with other business leaders and support the business by providing a stable platform to drive productivity and growth initiatives. S/he will lead substantial business and digital transformation initiatives, including significant growth in the company's e-commerce platform and modernization of core ERP and other business systems. This leader will also establish enterprise-wide cyber and other security policies and practices and will ensure compliance with these policies.

The VP of IT will also be accountable for directing the information and data integrity of the enterprise and its various groups and will govern IT functions across the company. S/he will also oversee the company's IT infrastructure, including data center(s), help desk, communication networks (voice and data), and all third-party IT systems and technology infrastructure and service providers.

The VP of IT will seek to simplify, standardize, automate, integrate, and optimize all functional areas of the business. This will include responsibility for day-to-day operations of IT functions as well as providing direction and project management for strategic business initiatives as the company expands through organic growth and external acquisitions. Lastly, the VP of IT will lead and oversee the strategy around moving the company to and leveraging "the cloud" in a cost and time-justified manner.

**Expected Attributes:**

- Positive attitude with a high level of accountability, personal drive, ambition, integrity
- Competent in communicating directly and openly throughout the organization
- High level of problem solving, troubleshooting, and task/project management skills
- Passion for continuous improvement in all aspects of the company's performance; Passion for driving for results and measuring progress/results

**QUALIFICATIONS / COMPETENCIES**

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- Outstanding people and talent management skills.
- Competent in communicating directly and openly throughout the organization (written and orally).
- Excellent business partnering and interpersonal skills.
- Exceptionally well organized, flexible, and easily adaptable to changing conditions.
- Ability to work well in high pressure situations in order to meet agreed upon project objectives.
- High level of complex business problem solving, troubleshooting, and project management skills.
- Ability to multi-task and manage numerous simultaneous priorities.
- High energy, high ownership of work product, and dedication and commitment to driving results.
- "Roll-up-your-sleeves" attitude.
- Ability to work across functional areas and help with blended team dynamics.
- Passion for continuous improvement in the company's performance and the ability to drive results.
- Makes confident, fact-based decisions.
- Takes accountability for delivering on commitments; owns mistakes; seeks opportunities for learning.
- Pro-active approach and leadership style.
- Holds self and others accountable for deliverables; continuously raises the bar.

**MINIMUM REQUIREMENTS**

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- Bachelor's degree in Information Technology, Management Information Systems, or related field; MBA or graduate



degree a plus.

- 6-10 years of IT leadership experience, preferably in a manufacturing and/or distribution environment.
- 5-7 years of IT project management experience.
- Strong business acumen with ability to understand the “big picture” as well as detailed requirements.
- Experience as an effective leader, people manager, and a team builder.
- Highest level of professional and ethical performance standards.
- Energetic, dedicated and enthusiastic team player.
- Living in or willing to relocate to the Findlay/Toledo, Ohio area a must.
- Some travel required to the company’s manufacturing, distribution, and service facilities.

## **OTHER USEFUL EXPERIENCE**

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- Experience with system design, development, and systems integration (packages, custom, and cloud solutions).
- Experience with implementing ERP a must; CRM, and BI solutions a plus.
- Experience with implementing e-commerce solutions a big plus.
- Experience managing cloud, IT infrastructure, and cyber-security preferred; cloud migration/implementation experience a plus, including experience with SaaS, IaaS, and PaaS.
- Experience with integration of merged/acquired businesses a plus.

### ***Setting IT Strategy***

- Lead an ERP transformation strategy that leverages modern systems and cloud architectures, including more advanced e-commerce capabilities and customer-facing solutions that make the company easier to do business with, and internally more efficient with lower costs to serve.
- Create and articulate an inspiring vision for the organization, in particular as it relates to information technology, but also for the enterprise as a whole.
- Seek and analyze data from a variety of sources to support decisions and to align others with the organization's overall strategy; understand the downstream impact of any recommendations made or actions taken.
- Define, update, and implement an enterprise-wide IT strategy.
- Align IT objectives and programs with the company’s strategic objectives.
- Work across business functions to conceptualize, develop and implement IT solutions.
- Partner with the business and shared service leaders to deliver optimal business systems and processes.
- Evaluate current and new technologies to improve user productivity and operational performance.
- Establish roadmap for effective business intelligence, analytics, and decision support across the business.

### ***Executing for Results***

- Pursue an entrepreneurial and creative approach to developing new, innovative ideas that will stretch the organization and push the boundaries within the industry.
- Effectively balance the need/desire for broad change with an understanding of how much change the organization is capable of handling, resulting in realistic goals and implementation plans that are achievable and successful.
- Set clear and challenging goals while committing the organization to improved business results.
- Assess the fit of IT solutions and identify gaps early for subsequent evaluation in the pursuit/solution development process.
- Participate in the planning and execution of system implementations and drive process improvements.
- Ensure effective project management across strategic initiatives that deliver expected results as scoped, on-time, and within budget.
- Develop strategy around building user knowledge that includes effective and repeatable end user training.

### ***Controlling and Governing IT; Mitigating Risk***

- Manage an enterprise-wide IT team across all company locations; set clear objectives for the IT team and manage all resources accordingly.
- Optimize balance between in-house and outsourced IT services; establish and maintain strategic third-party partnerships and outsourced relationships to help deliver certain IT-related systems and services.
- Identify and pursue cost-saving opportunities across the company (IT and other business areas).
- Design and maintain an effective cyber-security program that protects the company’s assets in a cost-justified manner; ensure compliance.



We proudly manufacture, market and distribute a wide array of innovative and quality products for our customers primarily in the awards, recognition and signage markets.

Founded in 1997, our company has developed into the leader in the markets we serve. Our state-of-the-art manufacturing, warehousing and distribution systems continue to be keys to our success.

Rowmark's family of companies is headquartered in Findlay, Ohio, where it manufactures its plastic sheet materials in a new 88,000 square foot facility. Our extensive product line of sheet materials are distributed in over 80 countries around the world.

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Rowmark is an Equal Opportunity Employer that values our employees and offers a competitive pay and benefits package, an encouraging, supportive environment with training, professional development, recognition programs and career growth opportunities. Our benefits include profit-sharing, medical, dental, vision, 401(k), life insurance, flexible spending account options, short-term and long-term disability, vacation and paid company holidays.

We believe that people have always been and will continue to drive the success of our company. If this sounds like the opportunity for you, we invite you to submit your name for consideration.

Please send resume and salary requirements to: [kconroy@rowmark.com](mailto:kconroy@rowmark.com)