



**Position Description: Product Development Manager**

Reports to: Executive Vice President, Sales & Marketing  
Aggregate & Mining – USA  
Department: Sales & Marketing  
Last Updated: January 24, 2019

**Position Summary**

The Product Development Manager (PDM) position represents respective Aggregate & Mining – USA subsidiaries (Company), under the direction of Executive Vice President, Sales & Marketing, in managing the market & product development strategies and program for the Company product and services, which are marketed through a multi-level channel network.

Responsible for working with Company sales & marketing personnel to successfully lead, develop and execute market & product development research, market analysis, technical content and strategies for current, as well as new markets and industries to help grow products and services for the respective subsidiary businesses. The position will also be responsible for successfully collaborating with all functional groups within each subsidiary, as required to improve current products and services.

Excellent communication, negotiation and interpersonal skills are required. A strong work ethic and personal discipline are necessary for success in this position. Excellent time management skills are required in order to effectively cover a multi-channel distribution network.

Position will require a thorough knowledge of Company products, services and capabilities, along with general knowledge of sister company products and services. Also, must be well versed on competitive distribution products, services and strategies.

**Supervisory Responsibilities**

This job has no supervisory responsibilities at this time.

**Knowledge, Skills and Abilities**

1. Bachelor’s degree in Engineering (or similarly related fields) and seven (7) plus years of experience with product engineering, design, development, marketing and/or application in the aggregate, recycling or construction industries.
2. Extensive financial knowledge and experience working with business operations, i.e. manufacturing, engineering, purchasing, sales and marketing preferable.
3. Previous experience with design or other industry software, i.e. Autodesk Inventor preferable.
4. Product Management experience, as well as Project Management experience preferable.
5. Understanding of sales and marketing principles relating to selling through regional sales managers and equipment dealers, price negotiations and follow-up on sales opportunities, as it pertains to market and product development.
6. Communicate effectively orally and written. Good interpersonal relations and collaborative skills when dealing with multiple subsidiary management, sales, dealers, customers, and inter-company personnel.

7. Adaptable to using different types of computer equipment and software, as well as operate general office equipment including phone, calculator, photocopier, fax machine, etc. Working knowledge of Microsoft Office software, including Word and Excel preferable.
8. If not based at one of the subsidiary's facilities, must be willing to relocate.
9. Willing to travel worldwide by air and auto as required (+/- 25 weeks per year), have valid driver's license, be able to obtain a passport if necessary and must have the financial means to travel when required. Approved expenses will be reimbursed.
10. Required to visit construction, quarry, and industrial sites with exposure to dust, noise, and weather elements, occasional climbing required, etc.

## **Physical Demands**

The physical demands 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.

While performing the duties of this job, the employee is regularly required to talk and hear. The employee frequently is required to communicate and exchange accurate information. The employee frequently is required to walk; stand; sit; use both hands to finger, handle, feel, and grip; use fine finger ability; use wrist motion; reach with hands and arms; and balance. The employee must occasionally taste or smell, climb, stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds, and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

## **Work Environment**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is primarily exposed to an office-type environment in a manufacturing setting. The employee is occasionally exposed to a shop manufacturing and warehouse environment. Exposures in the shop and warehouse environment can include exposure to moving mechanical parts; vibration; odors, fumes, gasses, smoke, dust, or airborne particles; and outside weather conditions. The employee may occasionally be exposed to toxic or caustic chemicals, oil or grease, extreme cold, extreme heat, and humidity. The noise level in the work environment is quiet while in the office area but moderate to high in the manufacturing environment. Hearing and eye protection is required while on the production floor.

Note: This job description is intended to be a general guideline of areas of responsibility. There will be incidental tasks not listed on a job description that arise at various times. These tasks are assigned to help out the department and Company and, as a member of the Company; each employee is expected to help in these areas.