

## POSITION DESCRIPTION

<b>Position:</b> R&D Innovation Manager	<b>Date:</b> 01/6/17
<b>Department:</b> R&D	<b>Reports to:</b> Sr. Manager, R&D and Regulatory
<b>Location:</b> Indianapolis	<b>FLSA Status:</b> Exempt

### **Purpose:**

The R&D Innovation Manager is responsible for creating long-term competitive advantage and sustainable growth for the Delta Faucet Company (DFC) through the identification and development of incremental and disruptive business and product opportunities.

### **Nature & Scope:**

This position includes the identification, selection and validation of new business and product concepts and encompasses the management of related business processes to achieve these results. This position will work within a multi-disciplinary team of marketing, industrial design, and technical specialists chartered with the goal of demonstrating industry innovation leadership. As such, the R&D Innovation Manager role will act as a visionary and evangelist, identifying and building confidence for new business and product concepts and the associated innovation methodologies. The R&D Innovation Manager reports to the Sr. Manager, R&D and Regulatory and interacts with a wide variety of disciplines including research, engineering, marketing and sales professionals. This role supports the R&D objectives of developing new product and business opportunities, and identifying high potential projects to feed our product development pipeline. The end goal is to support the Delta Faucet Company's mission statement by developing breakthrough, industry-shaping products and solutions.

### **Dimensions:**

This position's success is defined by the quality of the customer and consumer insights captured and shared, and the quantity and quality of concepts that are identified for development. This position's overall success is defined by the quantity and quality of projects that are ultimately commercialized.

### **Principal Accountabilities:**

1) Identify new business and product opportunities through deep understanding of consumer, customer and industry needs:

- Define and execute front end of innovation discovery research to support DFC's business needs.
- Document insights and Identify unmet / unstated needs and of the consumer and customer.
- Identify and track trends to find opportunities applicable to the plumbing industry
- Engage and interact with technology experts to identify new, disruptive technology applicable to the plumbing industry.

2) Create and develop impactful business and product concepts for entry into DFC's New Product Development process:

- Create new product concepts and identify those concepts with the greatest potential impact.
- Support the development of new product requirements by providing consumer insights and performing additional research (as needed) on promising concepts.
- Engage NPD Teams and build confidence DFC wide for innovative products entering NPD.
- Participate and contribute to the Innovation Roadmap and Idea Steering Committee.

### 3) Managing and Improve DFC's Front End Innovation Process

- Develop and monitor metrics to track DFC's innovation process
- Continuously improved DFC's innovation process

#### **Education and Experience/Skills:**

Incumbent must have 6+ years of industry or related experience and an MBA; or equivalent combination of education and experience. Experience in research, working in the Front End of Innovation and Ethnographic research is a must. Proficiency in Word, Excel and PowerPoint is necessary for successful execution of the position. Excellent written and verbal communication skills are required along with the ability to present information in a clear and concise manner. Incumbent must be open-minded, possess a broad perspective and able to visualize how ideas and insights might translate into reality. Individual must be self-motivated and self-directed and have demonstrated such skills in past work assignments as well as the ability to adapt quickly to priority / opportunity changes with ease. Significant knowledge and experience with the incubation and transformation of ideas into products.