



POSITION DESCRIPTION

VICE PRESIDENT, INFORMATION TECHNOLOGY

THE COMPANY

[Thermacell Repellents, Inc.](#) (TRI) is a privately-held consumer goods company that designs, manufactures, and markets area mosquito repellent and insect control solutions. Products include the world's most effective and fastest growing mosquito repellents. Founded in 1999 and based in Bedford, MA, TRI uses proprietary technology based on portable fuel and/or rechargeable battery powered heat to disperse a highly effective repellent based on a material found in Chrysanthemums. In 15 minutes, this unique technology creates a 15-foot zone of protection from mosquitoes and other flying insects.

TRI's mission is to liberate people who love the outdoors from the harmful effects of insects. Users rate Thermacell dramatically higher than any other mosquito repellent. Consumers like the Company's products because they are convenient, easy to use and provide superior protection without requiring direct skin application.

The company was acquired in July 2014 by [Kinderhook Industries](#), a private equity firm that manages over \$2.0 billion of committed capital. Kinderhook's investment philosophy is predicated on matching unique, growth-oriented investment opportunities with exceptional financial expertise and their proprietary network of operating partners. Kinderhook's focus is on middle market businesses with defensible niche market positioning, and they have a track record of successfully and consistently building industry leaders.

THE POSITION

To continue properly recourcing its growth plan, TRI has determined the need to hire a Vice President, Information Technology ("VP, IT"). This new position will report to TRI's COO, [Chuck Laughlin](#), and will be responsible for creating and implementing a new information technology vision and strategy in support of TRI's overall strategic objectives. The VP, IT will work to continuously improve the value delivered by TRI's information technology in achieving productivity gains throughout the organization, and to fill gaps in IT capabilities. He/she will lead the IT team as well as managing the Customer Care team that processes orders and ensures that customer requirements are met with excellence. Key responsibilities for this position include:

Productivity & Organizational Effectiveness

- Creates and implements the Company's IT vision and strategy to help Thermacell meet its strategic objectives as efficiently and effectively as possible.
- Works with the Thermacell team to improve productivity by optimizing the use of Thermacell's information systems & tools.
- Continuously collaborates with the Leadership Team to identify, prioritize and address gaps or opportunities in TRI's information systems architecture. In the short term, this would include the selection and implementation of warehouse management software for a new distribution center in Atlanta, an effort to significantly expand the use of EDI in customer transactions, freight bill integration, and the automation of key routine business reports.
- Establishes and maintains a responsive and accurate process to set-up items, customers and vendors in Thermacell's information systems.
- Monitors the industry for new developments in information technology, identifying strong opportunities for Thermacell.

Management

- Manages two IT staff members (one planned for hire in 2020) to help execute the IT strategy and support / maintain the IT infrastructure & assets including a robust and responsive help function for all employees. This team is expected to grow with the business over time.
- Manages the two members of the Customer Care team responsible for processing customer orders through TRI's distribution center and 3PL warehouse partners.
- Creates and owns the annual IT budget.
- Builds & manages multidisciplinary teams of internal and external resources (as needed) to accomplish key IT objectives.
- Reviews, recommends, and oversees all IS / IT partners, vendors, software licenses and managed service agreements.

Risk Management & Security

- Establishes and maintains a comprehensive information security program to ensure the integrity, confidentiality and availability of relevant data as well as the protection of enterprise wide IT assets.
- Maintains accountability for protecting the privacy of team member and customer information.
- Works with the leadership team to provide training and ensure participation by the Thermacell team in good practices regarding data security.
- Leads the design and implementation of IT disaster recovery and business continuity plans.

THE CANDIDATE

Ideal candidates will have 10+ years of successful information technology experience with a minimum of five years in a leadership role. They will have demonstrated working knowledge of core business processes in consumer products companies, and be familiar with EDI transactions with retail customers. Additionally, candidates must have two+ years experience with Netsuite ERP systems. It is critical to possess strong people leadership and project management skills with the ability to work collaboratively across the organization. Important personality profile attributes include:

- Good fit with Thermacell values (Integrity, Can Do Attitude, Thrilling Consumers, Learning & Growth, Work Hard/Play Hard, Staying Humble).
- Blue collar work ethic (consistent with the brands' equities, and the brands' consumers).
- Humble, well-managed ego (aggressive, but focused on the consumer, not self).
- Juiced by results, and pounding competitors (not by title or activities).
- Accountability ("owns it" and holds other accountable for "owning it").
- Resilient (understands that things don't always go the right way; bounces back).
- Proactive (finds opportunities to add value, doesn't wait to be asked).

Compensation and benefits for this position will include a competitive base salary with an annual incentive bonus tied to overall company performance. There also will be the opportunity for future equity ownership. Thermacell offers a 401(k) plan with 3% company contribution as well as company health care (80% of premiums paid).

FOR FURTHER INFORMATION, PLEASE CONTACT:

Michael B. Wyman

Wyman Consulting

mbwyman@outlook.com

312-622-0243