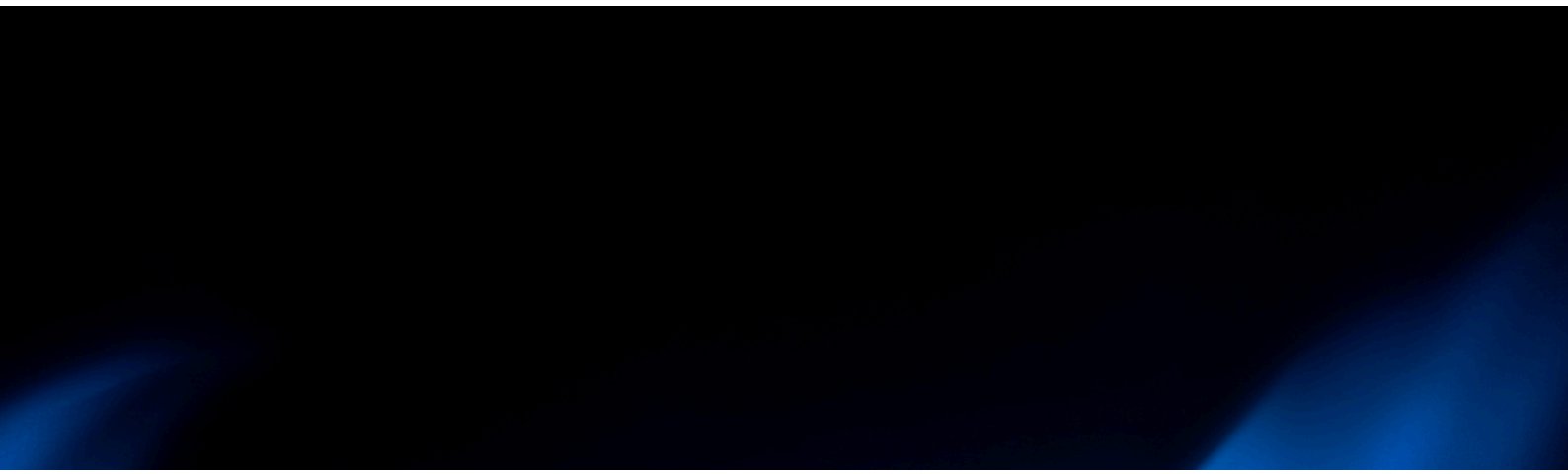
Beckett®
THERMAL SOLUTIONS



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About Beckett Thermal Solutions

Beckett Thermal Solutions is a global pioneer in combustion technology, with the engineering depth to solve complex problems and the collaborative spirit to do it alongside its customers. Through concurrent engineering and creative problem-solving, Beckett Thermal consistently delivers first-to-market innovations for a diverse set of industries, from residential heating to commercial systems to advanced clean combustion applications. At its core, Beckett Thermal is a company that wins when its customers win.

Founded in 1937 by Reginald W. Beckett, the company grew from a scrappy entrant in a market of 200+ competitors into the dominant North American leader in oil burner technology. That trajectory reflects the durability of the values it was built on: Integrity, Excellence, and Profound Respect for the Individual. These values were instilled by John Beckett and embedded into every company that bears the Beckett name today.

Under the leadership of President and CEO Morrison Carter, Beckett Thermal has evolved from its domestic roots into a global manufacturing platform. A landmark acquisition of Worgas in 2016 brought 50 years of advanced European combustion expertise and a global customer base into the fold. Today, the enterprise operates across five manufacturing locations and world-class combustion laboratories in the United States, Italy, and England, and continues to grow.



Leadership & Culture

Beckett Thermal is a company where leadership is expected at every level. Its combustion and manufacturing engineers are recognized experts in their fields, relied upon not only for technical depth but for setting the pace for colleagues around them. That standard runs throughout the organization.

The executive team brings together people who have grown up inside the business alongside those brought in from the outside, all aligned on where the company is headed and what it will take to get there. Beckett Thermal is deliberate about the kind of people it attracts: those motivated by impact rather than title, who want to influence the market, develop the people around them, and build something that lasts. The company's ambition is to double in size, and then double again.



Beckett's Business Philosophy

"Our customers know their markets and product needs. We know combustion and heat exchange."

Even though they are a manufacturing company, Beckett Thermal Solution believes its most unique asset is their team. Leadership focuses relentlessly on hiring, training, and developing a team that outshines the industry in innovation, commitment, and teamwork.

The BTS focus on team is paramount to their commercial strategy because they know that the market needs a partner committed to bringing the best possible gas combustion products and components in an efficient and cost-effective way. Engineering and manufacturing excellence coupled with a commitment to exceeding customer expectations by staying close, aligned, and integrated is the Beckett Thermal Solution way.

Purpose, Values, and Guiding Principles

Beckett Thermal Solutions' purpose (their "why") is rooted in creating a better future for colleagues, customers, and end users. Their culture and mission are intentionally Christ-centered, looking to the One described in Scripture as vested with all authority in heaven and earth. Beckett Thermal recognizes that the company is not an end in itself, but part of God's larger purposes.

This perspective shapes Beckett Thermal Solutions' core values of integrity, excellence, and profound respect for the individual. These values are not abstract principles but flow directly from the company's commitment to honoring God and living out the Bible's teaching in daily decisions, relationships, and work.

This intentional integration of biblically based faith and principle-driven work has defined Beckett for decades and continues to undergird its culture. This culture reflects the high standards of the Christian faith and is displayed in day-to-day attitudes and actions, where people are genuinely valued and appreciated, commitments are honored, and excellence is expected in products and relationships.

Alongside its purpose and values, Beckett Thermal Solutions has developed guiding principles for how colleagues interact with one another and approach their work:

Focusing on purpose, values, and guiding principles is not aspirational rhetoric but a strategic necessity. The OEM market is tough and requires continuous innovation, engineering excellence, and operational efficiency. Beckett Thermal Solutions believes that sustaining this kind of performance over time depends on the cultural foundation of faith, values, and guiding principles, lived out authentically by every member of the team.



WALK IN
HUMILITY



HELP OTHERS
THRIVE



FOSTER A
MAKE-IT-HAPPEN
ATTITUDE

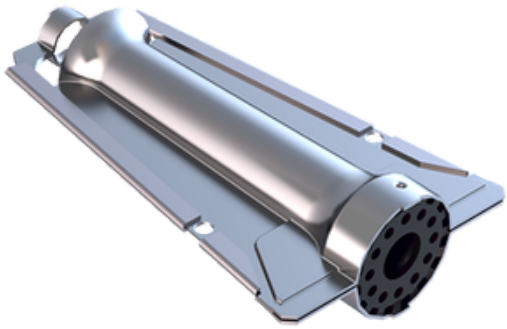


CREATE AN
ENERGETIC & UPLIFTING
ENVIRONMENT

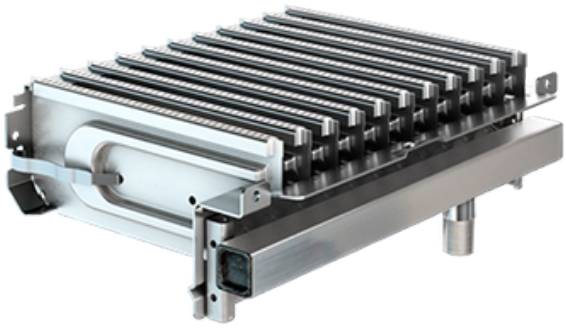
The Opportunity



For the right leader, this is a defining opportunity with a growing global manufacturer to build a technology foundation that will carry the business through its next decade of growth. A commissioned third-party IT maturity assessment has defined a clear transformation agenda, and leadership is ready to invest in making it happen.



The CIO will inherit a capable team and a technology landscape shaped by years of organic growth and acquisition activity and be given the resources and executive support to modernize it. The scope spans ERP rationalization, enterprise data and analytics, application portfolio consolidation, M&A IT integration, cloud strategy, cybersecurity, and infrastructure across the US, UK, and Italy.



Reporting directly to the CEO and serving as the company's senior cybersecurity executive, the CIO will be a strategic partner to the business, not simply a technical administrator. Beckett's leadership views IT as a business function. Its role is to enable manufacturing excellence, support the company's OEM customer relationships, and make Beckett Thermal a more competitive, more efficient enterprise.

The CIO will be expected to:

- Establish a global IT project prioritization framework and present a Board-ready technology strategic plan
- Lead a comprehensive ERP and application portfolio assessment and deliver an executive-approved rationalization roadmap
- Architect and launch a modern enterprise data and analytics platform with standardized KPIs and self-service BI capability
- Design and operationalize a repeatable M&A IT integration playbook and onboard at least one acquired entity
- Stand up a formal vendor governance model and consolidate the company's strategic technology partnerships
- Define the global IT organizational structure, complete priority hires, and establish succession plans
- Elevate the company's cybersecurity posture, including SOC coverage and a formal security risk framework

Ideal Candidate Qualities & Attributes

Beckett Thermal is looking for a smart, business-minded technology leader who is energized by the opportunity to build. The right person is someone who gets excited about taking a technology environment with significant runway and turning it into a competitive advantage for the business.



Beckett Thermal is a $150 million manufacturer, and the incoming CIO will be most effective if they are motivated by the mid-market context, comfortable wearing multiple hats, and fulfilled by the tangible impact of their work. This leader will be equally comfortable setting strategic direction and rolling up their sleeves. The CIO will be a pragmatic executive who earns trust through sound judgment, clear communication, and an understanding of what technology can and should do for a manufacturing business like Beckett Thermal.

Prior experience navigating technology modernization in a manufacturing, industrial, or similarly complex multi-site environment will be highly valued.



Experience & Background

- 15+ years of progressive IT leadership, with meaningful experience in a senior technology leadership role (CIO, VP of IT, or equivalent) in a global or multi-site manufacturing environment
- Demonstrated success leading ERP evaluation, selection, and large-scale implementation (SAP, QAD, Oracle, Microsoft Dynamics, or equivalent) across multiple business units or geographies
- Proven experience designing and deploying enterprise data and analytics platforms: data warehousing, cloud data lakes, BI, and data governance
- Hands-on experience leading IT M&A integration from due diligence through post-merger, including developing repeatable integration frameworks
- Track record building and managing technology roadmaps tightly aligned with business strategy and executive priorities
- Experience evaluating custom and internally developed applications and leading transitions to third-party platforms where appropriate
- Formal or functional cybersecurity leadership experience, with the ability to serve as the company's senior security executive (CISO responsibility)
- Experience managing global IT budgets and strategic vendor relationships through formal governance frameworks
- A bachelor's degree in computer science, information systems, engineering, business, or a related field is required. An advanced degree (MBA or MS in Technology/Information Systems) is strongly preferred.

Leadership & Personal Attributes

- Business strategist who connects technology investment to measurable business outcomes and speaks the language of operations, finance, and commercial leadership
- Builder mindset: energized by building from a clear mandate rather than managing a fully established function
- Strong executive presence and communication skills, with the ability to translate complex technology decisions into clear, business-relevant terms at the Board and C-suite level
- Global collaboration skills to operate effectively across cultures, time zones, and geographically distributed teams (US, UK, Italy)
- Change leadership capability: manages resistance, builds coalitions, and sustains momentum through multi-year transformation programs
- Talent builder: attracts, develops, and retains technology capability, reducing over-reliance on vendors and building internal bench strength
- AI fluency as a business tool; able to identify where intelligent automation and AI drive real ROI, govern spend responsibly, and help business leaders adopt intelligently
- Long-term orientation: motivated by building something that lasts



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