

IDEAL TRIDON GROUP · SECURE DIVISION

Vice President, Global Sourcing and Supply Chain

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About Ideal Tridon Group

For 100 years, Ideal Tridon Group has built the connections that hold critical systems together, the clamps, bands, and fastening solutions that support and secure some of the world's most demanding applications. Today, the Group operates across 86 countries with more than 18 manufacturing facilities, employs over 2,000 people, and ships more than 700 million parts a year to more than 20,000 customers across 50-plus industries.

In July 2025, Ideal Tridon Group entered a new chapter of ownership. Nautic Partners acquired the company from TruArc Partners, a transition both firms have called a successful outcome for all parties. Nautic is a private equity firm based in Providence, Rhode Island, with more than 9 billion dollars in equity capital under management and a 35-year track record spanning more than 150 platform investments. Since 2017, the Ideal Tridon Group has completed 15 strategic acquisitions, and Nautic has been explicit about continuing that trajectory, backing organic growth, new product development, and further acquisitions in the years ahead. This is not a turnaround or a cost-cutting mandate. It is active, committed investment in a platform that is already working.

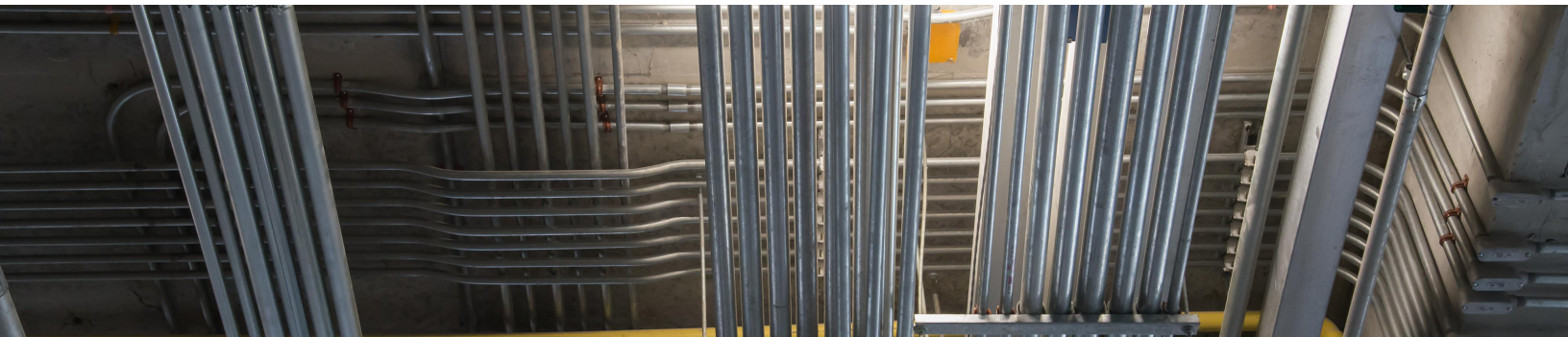
Within that platform sits the Secure Division, the founding, century-old core of the business and still its largest single piece. This is where Ideal Tridon's story began, and it remains the company's most dependable engine: an estimated 50%-60% share of its core market, and a reputation for quality built over a hundred years of shipping worm gear, t bolt, band, strut, and specialty clamps, hose supports, conduit, fastening solutions, fittings, and couplings into automotive, oil and gas, agriculture, and infrastructure applications around the world.

100+
YEARS IN BUSINESS

86
COUNTRIES SERVED

18+
MANUFACTURING FACILITIES

2,000+
EMPLOYEES WORLDWIDE



The Opportunity

Few sourcing and supply chain roles carry this much immediate consequence. Ideal Tridon Group needs its next Vice President of Global Sourcing and Supply Chain (Vice President) for the Secure Division, reporting directly to the division President, and stepping into a seat that sits at the exact center of the business right now. Stainless steel and metal commodity costs move by the day, tariffs are reshaping the supplier map in real time, and this role owns the company's response to all of it.

The new Vice President role is an opportunity to pick up a healthy, growing business without missing a step. This individual will inherit immediate visibility, immediate impact, and a direct line to the President from day one. The role carries full accountability for global sourcing strategy, materials planning, inventory, logistics, and distribution across a team of approximately 50 to 60 employees, spanning 5 manufacturing sites (Smyrna, Tennessee, plus Mexico, Poland, China, and a newly opened plant in India) and roughly 5 to 6 distribution facilities, including sites in Brownsville, Texas and Matamoros, Mexico. Two strong functional directors, one focused on sourcing and stainless-steel contract negotiation, one focused on planning, distribution, and logistics, will report into this seat from day one.

And this is genuinely a global mandate, not a North America job with a global-sounding title. The role carries direct oversight of North American operations and a dotted-line relationship with the Europe team, where the business is significantly underpenetrated relative to its competitors and holds a wide-open opportunity to shift from order-taking to proactive price and value optimization. Asia is a more established market with continued room to build out resourcing and support capacity. Few sourcing leaders get hired into a business this stable with this much white space still on the table.



The Sourcing Mandate

KEY RESPONSIBILITIES

- Develop and execute global sourcing strategy for stainless steel and metal commodities, with direct ownership of high-value supplier contract negotiations.
- Lead the company's tariff response, including purchase price variance (PPV), contract renegotiation, and shifting the sourcing mix between domestic and international suppliers as trade policy evolves.
- Direct global materials planning, inventory management, logistics, and distribution across North America, with dotted-line coordination into Europe and Asia.
- Build resilient, risk-mitigated supplier networks that protect the business against tariff and supply disruption exposure.
- Manage, develop, and further build out an experienced materials and sourcing organization of approximately 50 to 60 people, including two direct-report directors.
- Drive measurable improvement in inventory turns, working capital, and customer service levels.
- Elevate the sourcing function in Europe from a reactive, order-taking model to a proactive PPV and value optimization approach, one of the clearest build opportunities in the entire company.
- Partner cross-functionally with operations, sales, quality, engineering, and finance leadership as a full member of the Secure Division leadership team operating within EOS.
- Contribute sourcing and supply chain diligence and integration support to the division's ongoing acquisition strategy.
- Represent the company with clients, investors, and business partners, and achieve annual budget targets for the function.

The Ideal Candidate

A business this healthy, moving this fast, does not need a caretaker. It needs an entrepreneurial, hands-on operator who is energized rather than intimidated by walking into a highly tenured, close-knit team and earning trust quickly through action, not promises. The right person will absorb a complex, tariff-driven environment on day one, bring calm and credible direction to the team, and build a genuinely global sourcing organization from a North America-centric starting point.

The president is looking for a partner with a strong bias for action who builds credibility through accurate, timely, and trustworthy information, and who is a true team player without ego. Direct, honest communication matters a great deal in this culture, and the person who thrives here will be the one who is ready to build.

Experience and Qualifications

PROFESSIONAL QUALIFICATIONS

- At least 10 years of progressive operational experience in a manufacturing environment, with proven expertise in steel, metal, or other commodities.
- At least 5 years in a senior management or leadership role owning sourcing, procurement, or supply chain functions.
- Proven, hands-on experience negotiating high-value commodity contracts, ideally including direct exposure to tariff-driven renegotiation and cost pass-through.
- Experience leading a truly global sourcing or supply chain function, including exposure to Mexico manufacturing operations and, ideally, Europe or Asia.
- A track record of building or professionalizing a sourcing function, shifting a team from reactive order taking to proactive value optimization.
- Experience operating in a fast-paced environment is strongly preferred; familiarity with EOS or a similar operating system is a plus.
- Bachelor's degree in business, supply chain, or a related field required. Master's degree preferred but not required.

PERSONAL CHARACTERISTICS

- Entrepreneurial and commercially minded, energized by ambiguity and a fast pace.
- A strong bias for action, comfortable making decisions and checking in along the way rather than seeking approval up front.
- Direct, honest, and low ego, with the credibility to quickly earn the trust of a long-tenured, close-knit team.
- A true team player who contributes proactively to a cross-functional leadership group rather than staying in a narrow lane.
- Comfortable operating with some foundational gaps in process and energized by the opportunity to build.



The Search Contact

CarterBaldwin Executive Search is honored to partner with Ideal Tridon Group's Secure Division on this search. Nominations, confidential inquiries, and applications are welcomed and will be handled with discretion.

Derek Broyard

ASSOCIATE PARTNER

678.448.0005

dbroyard@carterbaldwin.com

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