

IDEAL TRIDON GROUP · FLOW CONNECT DIVISION

Executive Vice President North America Industrial & AI Infrastructure

carterbaldwin
search done better™

ABOUT IDEAL TRIDON GROUP

For 100 years, Ideal Tridon Group has built the connections that hold critical systems together: the clamps, fittings, couplings, and fluid transfer components that support, secure, and connect the movement of air, fluid, and electricity in the world's most demanding applications.

Today the Group operates across 86 countries and more than 18 manufacturing facilities, employs over 2,000 people, and ships more than 700 million parts a year, serving over 20,000 customers across 50-plus industries, from automotive and agriculture to oil and gas and pharmaceutical.

In July 2025, Nautic Partners acquired Ideal Tridon Group from TruArc Partners. Nautic, a Providence-based private equity firm with more than $9 billion under management, is backing organic growth, new product development, and further acquisitions. Since 2017 the company has completed 15 acquisitions, growing from a legacy clamp maker into a diversified platform.

> *Support. Secure. Connect. That philosophy now extends directly into the data center, where the Group is a trusted supplier of the components that make liquid cooling possible.*

100 yrs
HERITAGE OF QUALITY

86
COUNTRIES

2,000+
EMPLOYEES

700MM+
PARTS SHIPPED YEARLY

50+
INDUSTRIES SERVED



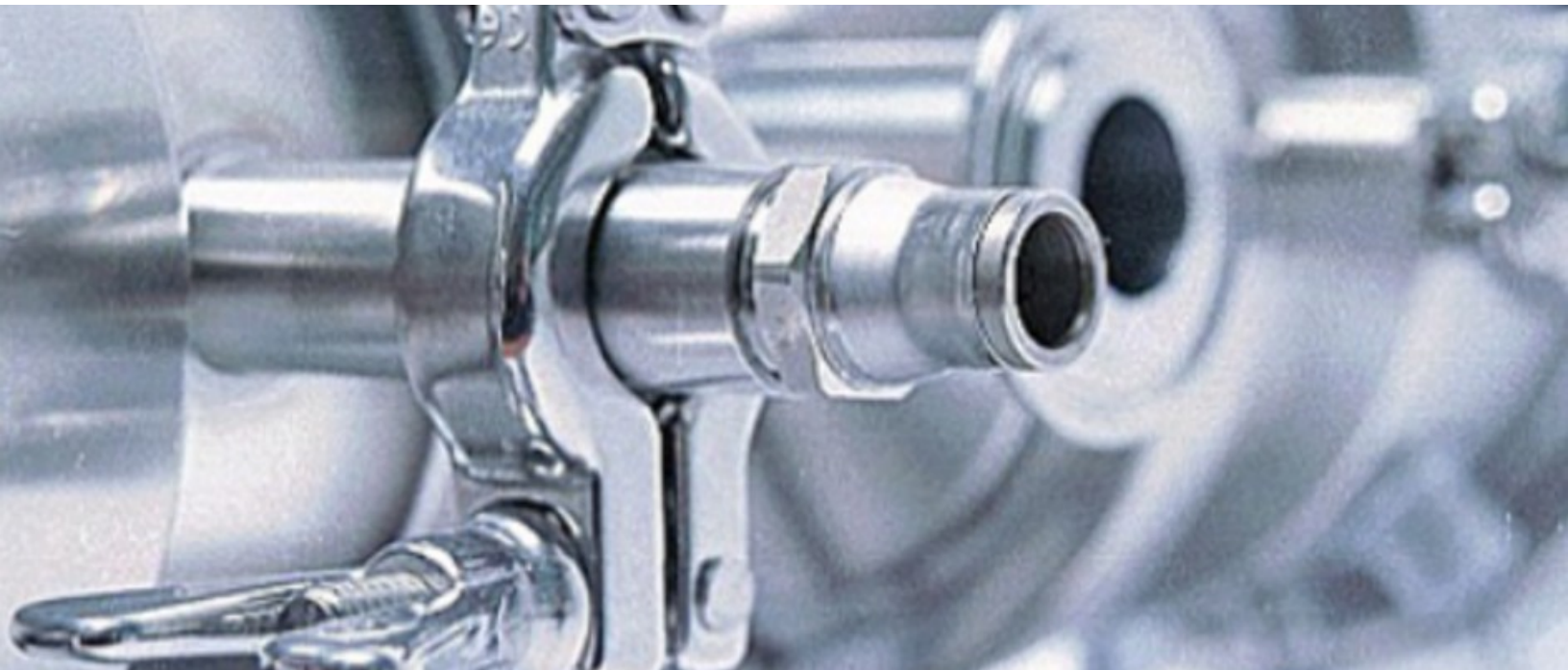
THE OPPORTUNITY

Ideal Tridon Group has created a newly defined role, Executive Vice President of North America Industrial & AI Infrastructure, to lead the next chapter of Flow Connect, the division that brings together three storied industrial brands: Campbell Fittings, Foster Manufacturing, and Hydraulax/ACL Advanced Couplings.

This is direct P&L ownership of all three operating companies, reporting to the President of Flow Connect with visibility to the Ideal Tridon Group executive team. The mandate is as much about building as running. Flow Connect's companies have historically grown as independent, site-first businesses; the opportunity is to bring them together as one commercial organization, install a true solution-selling approach across the full product stack, and build the deliberate go-to-market strategy that the AI infrastructure and liquid cooling opportunity demands.

The timing is rare. AI infrastructure revenue inside the division has grown tenfold in two and a half years, from roughly 1 percent to roughly 10 percent of the business, and leadership expects it to reach 45 to 50 percent within five years. This leader will serve as the connective tissue between Flow Connect's manufacturing depth and a fast-moving ecosystem of hyperscale operators, OEMs, EPC firms, engineering consultants, and liquid cooling providers.

> *This role pairs the resources, manufacturing depth, and stability of a century-old global platform with the mandate, freedom, and growth trajectory of a true build role, at the center of one of the fastest-growing categories in industrial infrastructure.*



THE ROLE

Within the first year, this leader will move Flow Connect from an opportunistic, site-based business toward a unified, strategy-led commercial organization, with direct accountability for annual revenue, gross margin, EBITDA, and working capital objectives.

KEY RESPONSIBILITIES

- Develop and execute Flow Connect's North America growth strategy across Core Industrial and AI Infrastructure, building a three-year strategic plan aligned with Ideal Tridon Group's broader corporate objectives.
- Build relationships with hyperscale operators, OEMs, EPC firms, engineering consultants, and liquid cooling providers, driving specification and adoption across direct-to-chip cooling, CDU systems, secondary cooling loops, and data hall fluid distribution.
- Lead expansion of the AI Infrastructure portfolio beyond hose connectivity into tubing, piping, fabricated assemblies, valves, quick disconnects, and smart monitoring.
- Build, develop, and elevate commercial and sales leadership across the division, partnering closely with the Global Hygienic Director on shared tubing, piping, fitting, and valve platforms.
- Support Ideal Tridon Group's acquisition strategy through market intelligence, target identification, commercial due diligence, and integration leadership.

LEADERSHIP PRIORITIES

Unify the Division

Bring three historically independent operating companies together as one commercial organization, shifting reporting from site-based to market-based and breaking down long-standing silos.

Win AI Infrastructure

Build the deliberate go-to-market strategy and ecosystem relationships that establish Flow Connect as a preferred supplier for mission-critical fluid transfer systems.

Expand the Portfolio

Direct product roadmap, strategic sourcing, and manufacturing localization to grow the offering beyond hose connectivity across the full fluid transfer stack.

Drive the M&A Agenda

Help shape which markets, capabilities, and companies Flow Connect adds next, continuing a track record of 15 acquisitions under Nautic's five-year growth agenda.

THE IDEAL CANDIDATE

Momentum like this changes who Ideal Tridon Group needs at the helm. This is a platform growing through acquisition and riding an AI infrastructure tailwind expected to more than double Flow Connect's revenue within five years. It does not need a caretaker; it needs an entrepreneurial, commercially aggressive leader with the strategic range to build a multiyear plan and the operational credibility to earn trust from hardworking, historically independent teams.

Commercial Builder

15-plus years of progressive commercial and P&L leadership in industrial, fluid handling, thermal management, engineered products, or infrastructure, with a track record of building a commercial organization across a multi-brand or multi-site platform.

AI Infrastructure Connector

Direct experience or relationships within hyperscale data center, liquid cooling, or mission-critical infrastructure markets, including operators, OEMs, EPC firms, and engineering consultants.

Strategy-Led Change Leader

A proven ability to shift a business from opportunistic, transactional selling to a deliberate, market-based go-to-market strategy, leading through significant organizational and cultural change.

M&A Integrator

Experience bringing an acquired business into a broader commercial organization, valuable given the continued acquisition agenda, paired with global manufacturing or sourcing fluency.



QUALIFICATIONS

PROFESSIONAL QUALIFICATIONS

- 15-plus years of progressive commercial and P&L leadership in industrial, fluid handling, thermal management, engineered products, or infrastructure environments.
- Proven ability to build a commercial organization across a multi-brand or multi-site industrial platform, ideally including PE-backed or recently consolidated environments.
- Direct experience or relationships within hyperscale data center, liquid cooling, or mission-critical infrastructure markets, including operators, OEMs, EPC firms, or engineering consultants.
- A track record of shifting a business from opportunistic, transactional selling to a deliberate, market-based go-to-market strategy.
- Experience with M&A integration, bringing an acquired business into a broader commercial organization.
- Global manufacturing or sourcing experience and the ability to operate effectively within a global organization.
- Bachelor's degree required; an advanced degree is preferred but not required.

PERSONAL CHARACTERISTICS

- Entrepreneurial and commercially aggressive, energized rather than intimidated by the challenge of unifying legacy businesses.
- Strategic range to build a multiyear plan paired with the operational credibility to earn trust across the plant floor.
- Comfortable leading through significant organizational and cultural change.
- A silo-breaker who builds one team from historically independent operating companies.





THE SEARCH TEAM

CarterBaldwin Executive Search is honored to partner with Ideal Tridon Group 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

Jennifer Poole Sobocinski
FOUNDING PARTNER
678.448.0010
jsobo@carterbaldwin.com

Inquiries, applications, and nominations may be directed to the search team.

carterbaldwin
search done better™