

FLOW CONNECT | IDEAL TRIDON GROUP

Data Center Business Development Director

About the Organization

For 100 years, Ideal Tridon Group has built the connections that hold critical systems together. Its guiding philosophy is three words: Support. Secure. Connect, and it lives in the clamps, fittings, couplings, and fluid transfer components that move air, fluid, and electricity through some of the world's most demanding applications. These parts rarely get noticed, and that is the point: when the connection holds, the system runs. What began as a legacy clamp maker is now a diversified platform serving the data center, semiconductor, pharmaceutical, food and beverage, aerospace, renewable energy, and infrastructure markets.

86 COUNTRIES	**18+** MANUFACTURING FACILITIES	**2,000+** PEOPLE	**700M+** PARTS A YEAR
20,000+ CUSTOMERS	**50+** INDUSTRIES	**15** ACQUISITIONS SINCE 2017	**$9B+** NAUTIC PARTNERS UNDER MANAGEMENT

The Group operates in 86 countries and more than 18 manufacturing facilities, employs over 2,000 people, and ships more than 700 million parts a year to over 20,000 customers across 50-plus industries, from agriculture and oil and gas to automotive and pharmaceutical. It has completed 15 acquisitions since 2017. In July 2025, Nautic Partners, a Providence private equity firm with more than $9 billion under management, acquired the company from TruArc Partners to back organic growth, new product development, and further acquisitions.



Flow Connect is the Group's engineered flow-solutions platform, bringing together the capabilities of Campbell Fittings, Foster Manufacturing, Hydraulax and ACL. Campbell anchors the business with hose fittings, Foster brings quick disconnect technology, and ACL, acquired roughly two years ago, opened the door to hygienic, pharmaceutical and high-purity applications. Flow Connect components already sit inside direct-to-chip liquid cooling, CDU systems, secondary cooling loops and data hall fluid distribution, and data center revenue has grown tenfold in two and a half years, from roughly 1% to roughly 10% of the business. In Europe, ACL sells stainless and high-purity tubing, clamps, and system assemblies directly to the integrators building data centers, made in the Group's own European plants. The next chapter is bringing that capability to North America, alongside a steady, distribution-led industrial core.

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The Opportunity

Flow Connect has created a new role, Data Center Business Development Director, to build its North American data center business. The mandate is to make Flow Connect a specified, trusted supplier of complete liquid transport and connectivity solutions for high-density data centers, from facility-side cooling infrastructure through CDU and distribution systems to rack and server connections. This leader will build the three-year plan that sets a credible path from 10% to 25% of the Flow Connect Division.

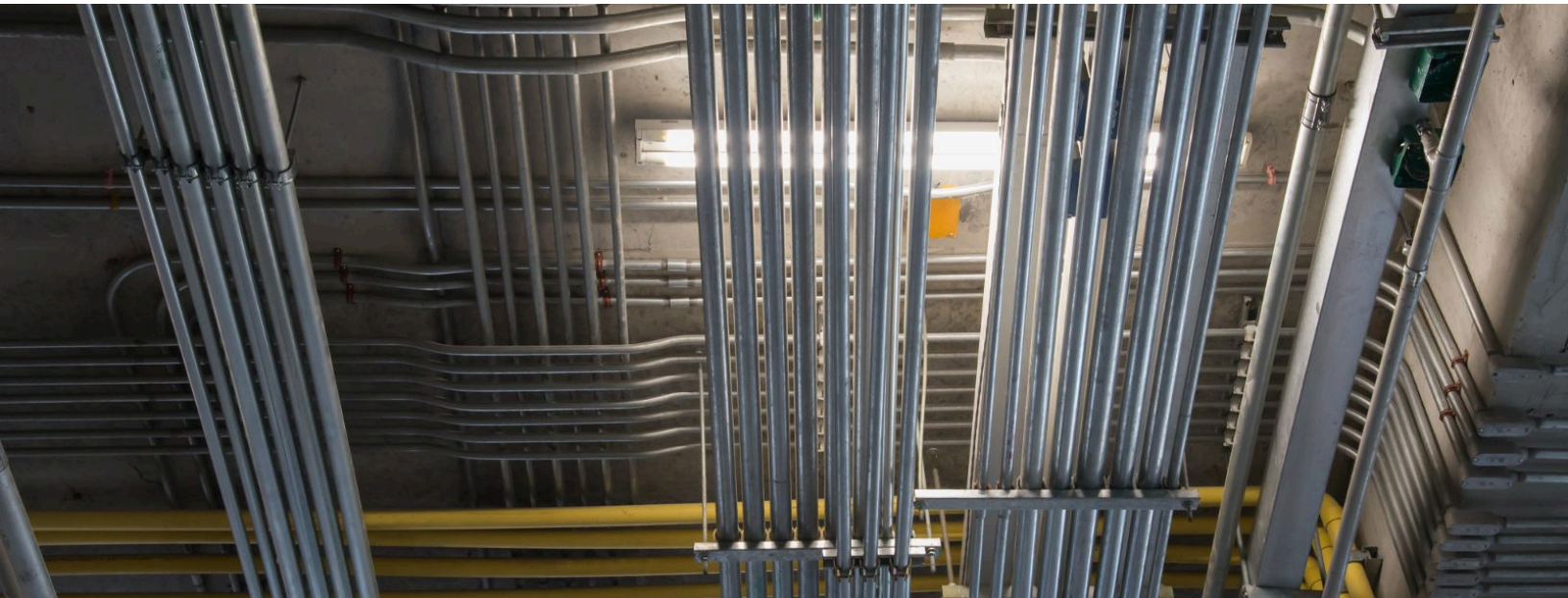
10%

25%

A credible path from 10% to 25% of the Flow Connect Division.

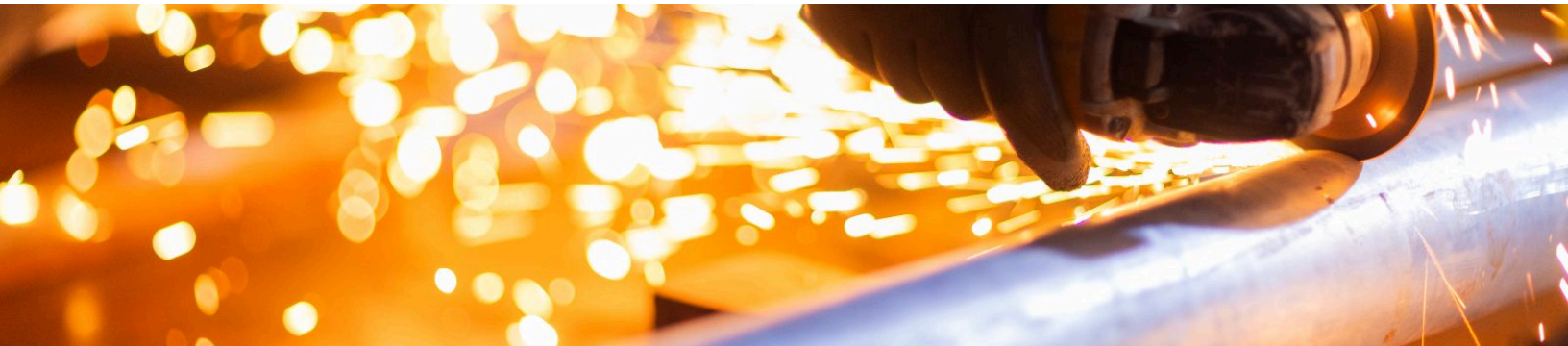
Today's data center revenue comes largely from hose connections and assemblies sold through Flow Connect's industrial distribution partners, and that business will keep growing with the market. The larger opportunity sits in stainless and high-purity piping, tubing, and engineered assemblies. In North America, those systems are bought by a different ecosystem: the off-site and modular builders assembling cooling skids, liquid cooling OEMs, integrators, EPC firms, and mechanical contractors. This leader will build Flow Connect's presence there, win specifications with operators and standards bodies such as the Open Compute Project, and turn project wins into repeatable programs.

The role reports to Flow Connect's Vice President of Sales and Product and works closely with the President of Flow Connect, engineering, operations, and the regional sales managers already active in data center accounts. It begins as a hands-on build with direct access to leadership. As the business grows, Flow Connect expects to form a national data center team around this leader.



Key Responsibilities

- **Own the growth plan.** Own Flow Connect's AI infrastructure growth plan across North America, which business leadership sees as the division's next engine of growth, and work with colleagues across the Group's global footprint on strategic accounts and opportunities beyond the region.
- **Build senior relationships** that put Flow Connect in the room where cooling systems are designed and bought: hyperscale and colocation operators, engineering consultants, EPC and MEP firms, general and mechanical contractors, off-site fabricators, liquid cooling OEMs, CDU and manifold manufacturers, rack and server OEMs, and system integrators.
- **Lead specification-led selling.** Secure approved-manufacturer status, influence operator and industry standards, and earn a place in design specifications, BOMs, and reference architectures. Each specification win becomes recurring revenue across every facility built to that standard, with pull-through from fabricators, contractors, and distributors.
- **Translate cooling architectures into complete solutions.** Bring the full breadth of the Flow Connect and Ideal Tridon portfolio to each customer, from pipe, tube, fittings, valves, strainers, and filtration to manifolds, supports, clamps, hoses, quick disconnects, sensors, and engineered assemblies, so customers buy a system from one trusted supplier rather than parts from many.
- **Open a new route to market.** Build the channel for stainless-steel piping and fabricated systems, which buy and sell differently from traditional hose distribution, and, in doing so, open a new growth line for the division. Equip the regional sales managers and distribution partners already winning data center business with market insight and introductions, so the existing business grows alongside the new one.
- **Map every opportunity.** Create account plans and influence maps that identify the operator, designer, OEM, integrator, fabricator, contractor, distributor, and procurement stakeholders involved, so the division invests its time and capacity where the return is greatest.
- **Partner with engineering and product management** to turn customer requirements into qualified products, working through design requirements, material selection, pressure and temperature ratings, cleanliness, filtration, water and glycol compatibility, connection standards, testing, and qualification pathways.
- **Shape what Flow Connect sells next.** Bring the voice of the customer to leadership and recommend where to manufacture internally, draw on the Group's European production and global supply base, private label, or develop engineered packages. These decisions set how quickly the North American portfolio catches up to the size of the opportunity.
- **Run the commercial engine.** Own pipeline quality, revenue forecasting, pricing discipline, margin delivery, and executive reporting for the vertical. Help leadership decide which opportunities to pursue and what to stock, so operations can build ahead of demand rather than react to it.
- **Be Flow Connect's voice in the market** at industry events, technical forums, and customer workshops, and bring current competitive and market intelligence back to leadership as the market moves.



Over the first three years, this leader will:

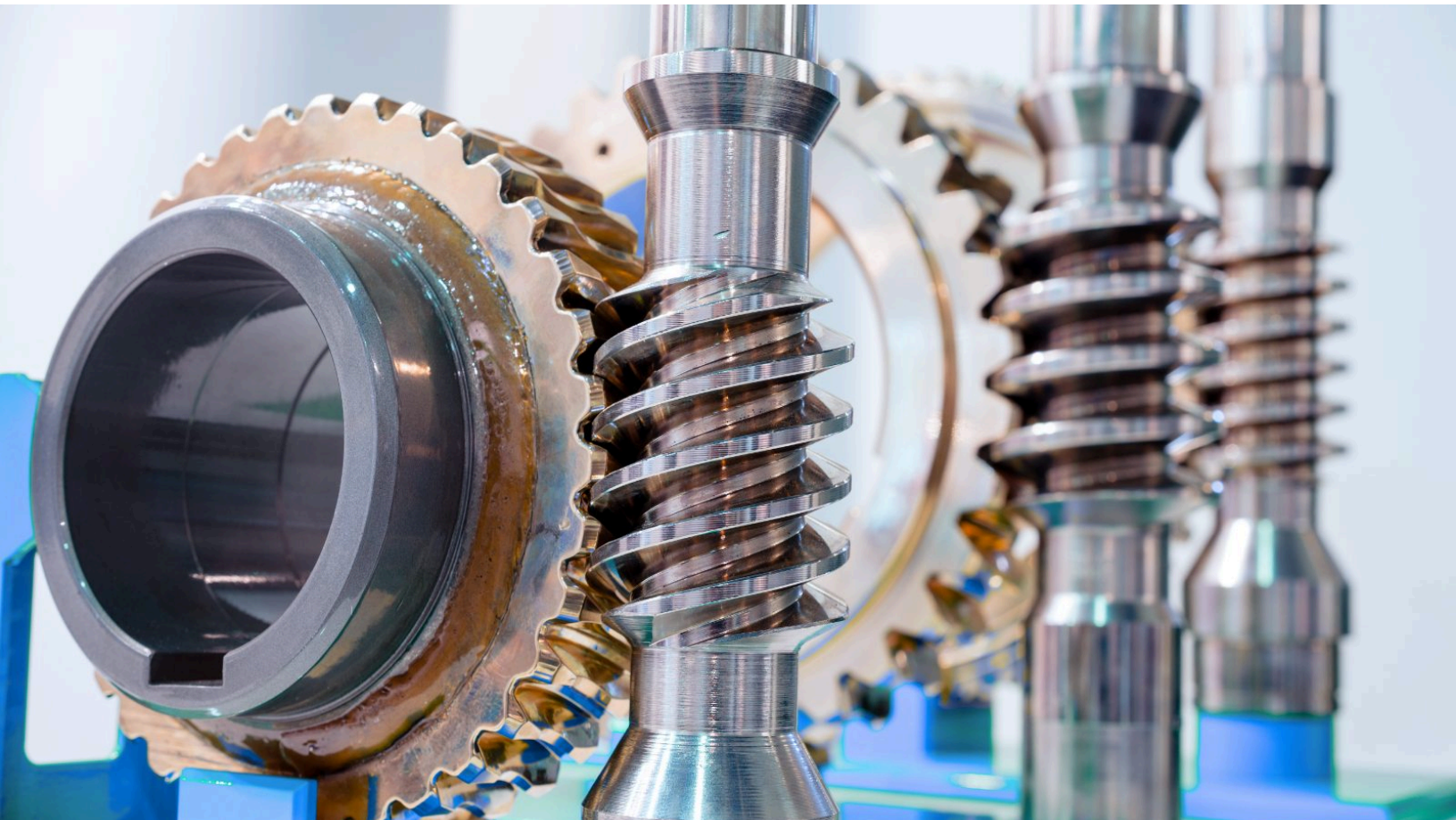
- Develop and execute the three-year business plan that turns data center revenue from a promising extension of the core into a central growth engine for Flow Connect, the outcome its leadership and private equity owner are investing in.
- Focus the effort where it counts most, prioritizing target accounts and applications by addressable value, probability of specification, timing, margin, and repeatability.
- Build a balanced funnel of strategic specifications, OEM and platform qualifications, project opportunities, and channel-enabled revenue, creating growth that compounds rather than resets each year.
- Expand wallet share by positioning the full Flow Connect stack- connect, convey, secure, control, and engineered systems- so every customer relationship grows in value over time.
- Design the business to carry this growth forward by defining the people, inventory, engineering support, fabrication capability, and channel coverage required to scale, with a direct voice in how the division invests.
- Help shape what Flow Connect becomes next, recommending product extensions, partnerships, and acquisition targets that strengthen the stainless piping and liquid cooling platform and give the Group's acquisition agenda a clear view of where this market is heading.



Qualifications

INDUSTRY AND TECHNICAL EXPERIENCE

- **Full liquid cooling path.** Commercial experience across facility-side water and heat rejection; CDU, pumping and distribution systems; and rack and server connectivity, including direct-to-chip cooling.
- **Stainless piping and tubing.** Hands-on commercial or technical experience with stainless-steel pipe and tube systems, fittings, fabrication, welding and joining methods, supports and installation practices in mission-critical or engineered process environments. Hygienic, pharmaceutical, or semiconductor high-purity experience is valuable.
- **Flow components.** Strong knowledge of valves and flow control, strainers and filtration, manifolds and headers, hoses and crimped assemblies, dry-break and universal quick disconnects, blind-mate connections and sealing technologies.
- **System design.** Practical understanding of CDU-to-facility and CDU-to-rack interfaces, secondary-loop design, redundancy, isolation, pressure drop, flow balancing, water quality, leak prevention and maintainability.
- **Technical documents.** Ability to read and discuss P&IDs, piping layouts, equipment schedules, technical submittals, specifications, BOMs, and prefabrication drawings with engineers and contractors.
- **An established network** across data center operators, cooling OEMs, engineering and design firms, mechanical construction, modular and off-site fabrication, or adjacent thermal management markets in North America.
- **Long-cycle selling.** A track record of selling technically differentiated products or systems through long, multi-stakeholder project cycles and turning project wins into repeatable standards and programs.



CANDIDATE PROFILE

- **Background.** A senior business development or strategic account leader from data center liquid cooling, stainless piping and tubing, mechanical systems, thermal management, process flow or prefabricated infrastructure.
- **A builder.** Someone who creates a market position and route to market rather than inheriting established accounts, and who works with engineering and operations to close product gaps rather than waiting for them to close. Comfortable in a lean team where everyone wears several hats.
- **Credible in every room,** from design review and fabrication shop to construction site, OEM leadership team, and hyperscale executive meeting.
- **Commercially rigorous:** comfortable with technical qualification, pricing, margin, forecasts, project risk, contracts and executive reporting.
- **Collaborative and direct,** able to align a multi-brand organization behind one Flow Connect proposition.

LEADERSHIP ATTRIBUTES

- **Integrity and accountability:** keeps commitments, communicates facts clearly, keeps leadership informed, and builds trust.
- **Technical curiosity:** asks precise questions and learns applications well enough to challenge assumptions constructively.
- **Strategic judgment:** distinguishes attractive specifications and scalable platforms from low-value transactional activity.
- **Execution discipline:** turns strategy into named accounts, actions, owners, dates, pipeline, and measurable results.
- **Collaboration:** works across sales, engineering, operations, product management, marketing, and external partners.



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