

Vice President of Information Technology

A Leading North American Manufacturer of Retail Products

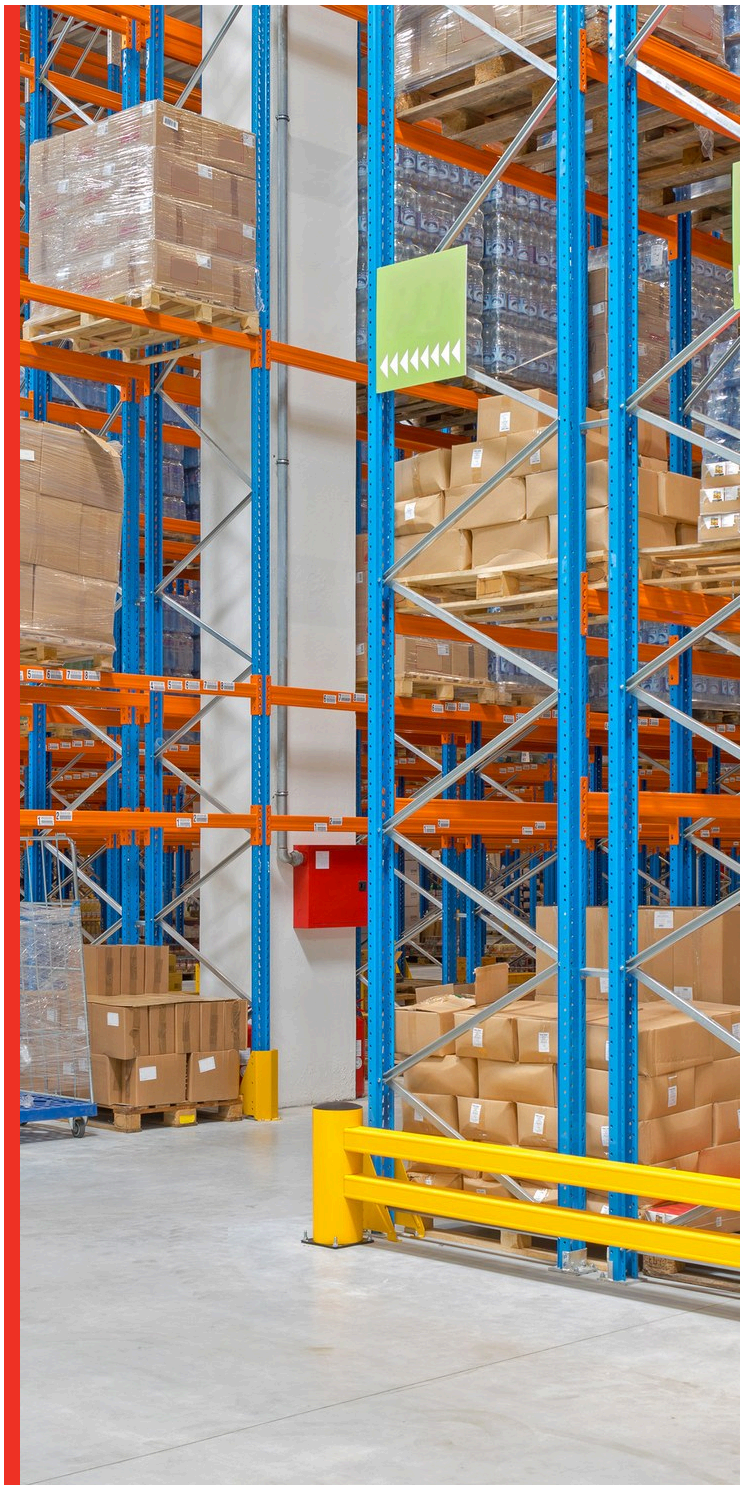
CONFIDENTIAL POSITION PROFILE

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ABOUT THE COMPANY

Backed by an operationally focused private equity firm with deep manufacturing experience and a long-term investment approach, the Company is a leading North American manufacturer of branded and private label consumer products, with several hundred million dollars in annual revenue. That partnership brings capital, operating resources, and M&A support, as well as the runway to build lasting value.

In an established category, the Company is winning on share. Its growth rests on long-standing, strategic relationships with the largest e-commerce, distribution, and mass retail customers in North America, reinforced by acquisitions that broaden the portfolio. The most recent, a design-led consumer brand, added product development talent and opened new retail channels. Behind that growth is an integrated manufacturing and distribution network across North America that delivers a structural advantage in speed, reliability, and cost.



In retail, a stockout is a lost sale, and repeated stockouts cost the supplier the account. By keeping customers' shelves full, the Company has become the supplier they rely on, and it is now investing to extend that lead through footprint optimization, acquisition integration, and stronger supply chain performance. Technology sits at the center of that agenda, from supply chain visibility to bringing acquired businesses onto a common platform. With a lean, hands-on, and highly accessible leadership team headquartered in the Chicago suburbs, senior leaders have real visibility and the ability to shape the business.

THE OPPORTUNITY

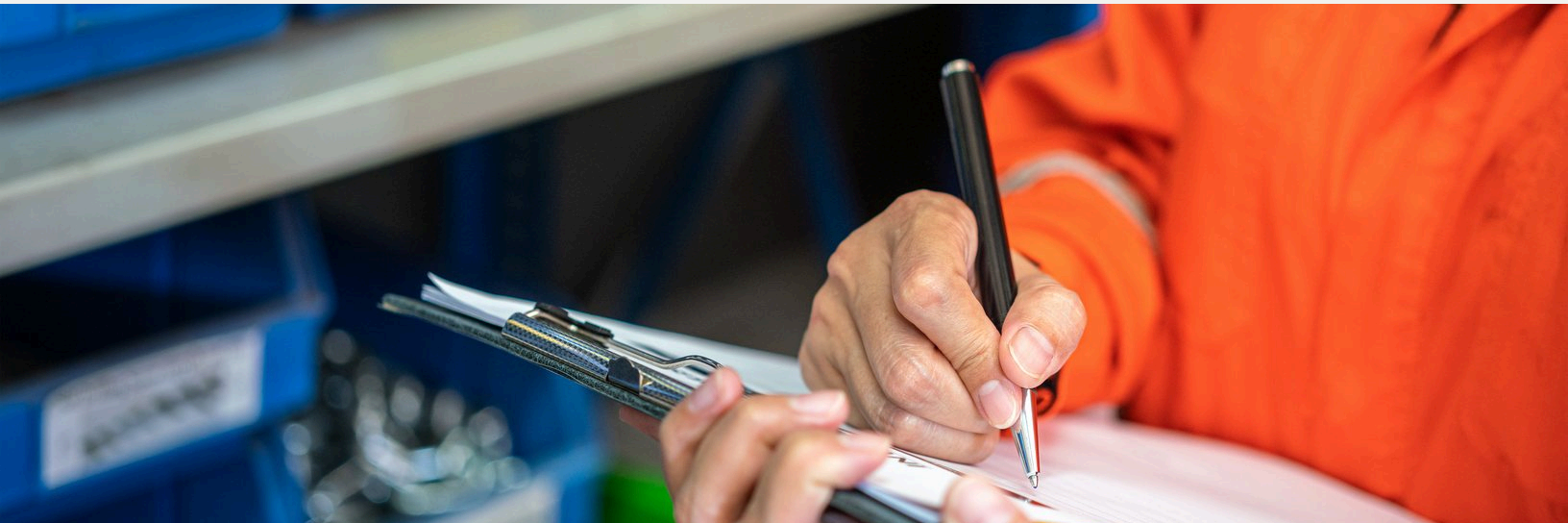
The next Vice President of Information Technology inherits a solid foundation. The business runs largely on a single ERP, Microsoft Dynamics 365, with operational and financial data in one place, a long-term owner, and an executive team that expects its technology leader to set the agenda and shape decisions. The mandate is twofold: ensure the platform delivers fully for the plants, then define where technology takes the Company over the next three to five years, and beyond.

With Dynamics 365 now live, the focus has shifted to capturing its full value, particularly in manufacturing planning and scheduling, raw material ordering, and lead time management. The planning data within the system remains underutilized, and unlocking it is one of the most significant opportunities in the organization.

Reporting to the CFO, who serves as executive sponsor of the ERP, the Vice President will work closely with the CEO, COO, and CHRO, as well as the plant and functional leaders who are IT's primary customers. The role also partners with the Company's private equity owners, drawing on their operating resources and portfolio-wide expertise to accelerate technology initiatives. Credibility with the operations is essential. Plant managers, planners, sales, and sourcing teams need to see IT as a partner that listens, owns problems, and provides solutions.

In this business, the link between technology and results is direct. When planning data is accurate and the system is used as designed, plants run to plan and customers stay in stock. With every manufacturing site relying on the system daily and eager for it to perform better, the new leader will carry that effort across the network and turn individual solutions into a platform the business trusts.

> Within two years, success will mean Dynamics 365 is stable and trusted in every plant, the remaining acquired operations are on the common platform, and a repeatable integration playbook is ready for the next acquisition. By then, the IT organization will be known across the Company for service, with a multi-year technology roadmap, including practical applications of AI and analytics, well underway.



Key Responsibilities

- **Technology strategy and roadmap.** Build and execute a multi-year IT strategy tied to the company's operating and acquisition plans. Advise the executive team on technology investments, risks, and emerging capabilities, including artificial intelligence, and set the vision for where IT goes next.

- **Enterprise applications and ERP.** Own the Microsoft Dynamics 365 platform and its continued optimization, with an immediate focus on manufacturing planning, scheduling, MRP, and base data quality. Oversee warehouse management, CRM, EDI connections with retail partners, and business intelligence built on Power BI. Establish data governance so the business can rely on a single source of truth.

- **Acquisition integration.** Lead IT due diligence support and the migration of acquired operations onto the company's platform, beginning with the operations not yet on Dynamics 365. Build a repeatable integration playbook for future acquisitions and plant consolidations.

- **Infrastructure and operations.** Direct networks, servers, cloud platforms, telecommunications, and end-user computing across all sites. Set service levels and measures for IT operations, and own disaster recovery, business continuity, and backup strategy.

- **Cybersecurity and risk.** Hold accountability for the cybersecurity program, working closely with the company's shared-services security partner. Ensure compliance with applicable requirements, assess and reduce technology risk, and lead incident response planning and security awareness.

- **IT organization and service culture.** Lead a team of approximately 20 across infrastructure, functional ERP, and end-user support, located at headquarters, in the plants, and remotely. Assess and develop talent, set clear goals and accountability, plan succession, and build a culture of internal customer service, with regular presence in the plants.

- **Financial and vendor management.** Develop and manage the IT operating and capital budgets, evaluate return on technology investments, and find opportunities to reduce cost. Manage contracts, licensing, consultants, and contractors.

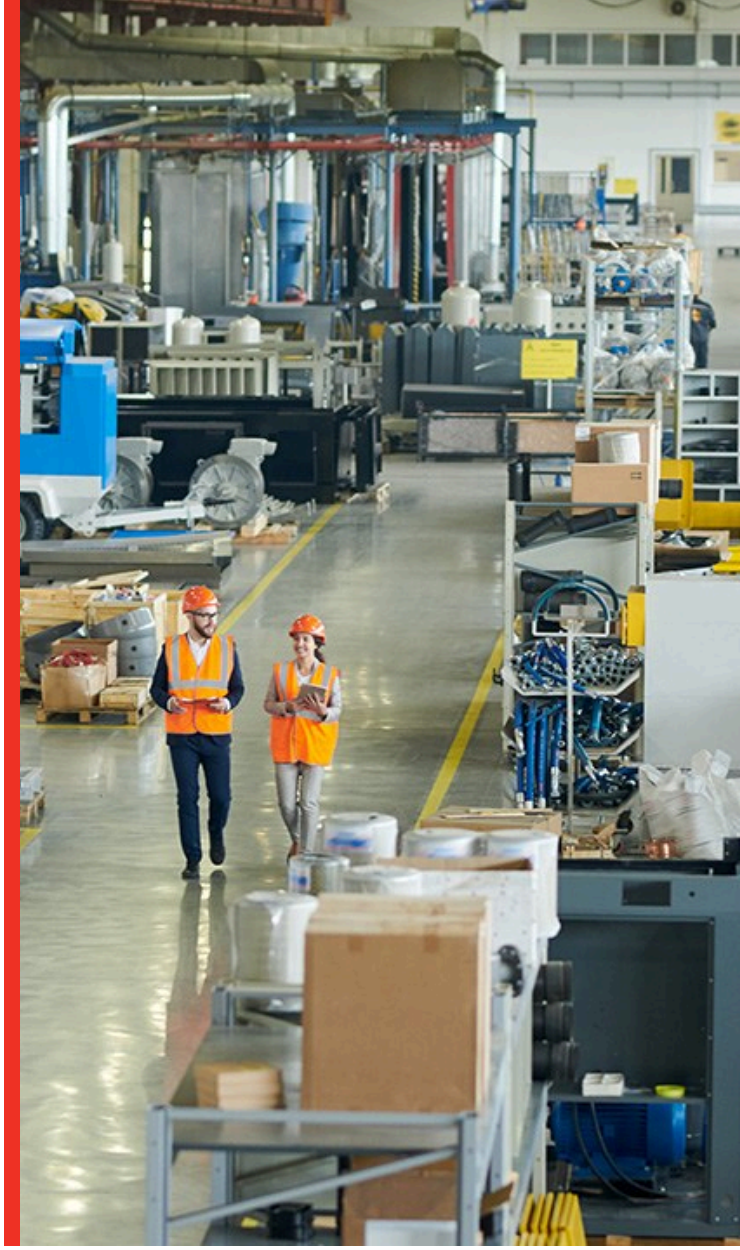
- **Business partnership and change management.** Partner with functional leaders to set technology priorities, translate technical issues into plain business terms, report progress and risk to senior leadership, and lead the change management that makes new tools stick.

Ideal Candidate

The ideal candidate is a technology leader who understands how planning, scheduling, and inventory data drive daily production decisions and execution on the plant floor. They have helped lead an ERP implementation or optimization in a multi-site manufacturing environment, and they combine technical command with the operating judgment to make a platform truly deliver for the business.

How they lead matters as much as what they know. They treat plant managers, planners, and sales teams as their primary customers, listen before prescribing, and take ownership when something is not working. Equally at ease on the plant floor and in a budget review, they explain technology in plain language that earns the confidence and trust of plant floor operations leader and C-suite executive alike. As a working leader, they bring structure and discipline without bureaucracy.

They also think beyond the next fix. They can stabilize today's platform while building the roadmap for what comes next, from integrating acquired businesses to putting the Company's unified data to work through analytics and AI. This is a leader who will find real satisfaction in building a team the business sees as a partner, and in leaving a lasting mark on how the Company runs.



Experience and Background

- Senior leadership role in an ERP implementation or optimization within manufacturing, with working knowledge of planning, scheduling, MRP, and inventory
- Microsoft Dynamics 365 Finance and Supply Chain Management experience, or demonstrated ability to master a new ERP platform quickly
- Experience supporting multi-site, build-to-stock manufacturing, and distribution operations
- Consumer or commercial products background, including retail, wholesale, e-commerce, and EDI channels
- Experience integrating acquired businesses onto a common platform
- Management of IT budgets, vendors, consultants, and contracts
- Oversight of cybersecurity, infrastructure, and cloud technologies
- Practical application of business intelligence, analytics, and AI
- Education and professional certifications commensurate with an executive technology leader, such as PMP, ITIL, CISSP, CISM, or Azure

TO LEARN MORE

This is a confidential search, and all inquiries are held in confidence. The Company's name will be shared with qualified candidates as the process advances. Inquiries and nominations should be directed to CarterBaldwin:

Dave Sobocinski
PARTNER

(678) 448-0011
dsobocinski@carterbaldwin.com

Greg Hart
CONSULTANT

(678) 539-6134
ghart@carterbaldwin.com

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