# JOB DESCRIPTION

**Position title:** R&D Manager

**Reporting to:** Vice President R&D GGP Group

**Direct Reports:** WBH Development Managers, Test & Validation Manager, Engines, Transmissions and Electrical Project Managers, Certification Manager, BOM Management

**Geographic Location:** Tranås, Sweden

**Accountability and Objectives**

- Is end-to-end responsible for developing products (Front Mowers) and driving innovation according to BU I product roadmap
- Technical responsible for Snow throwers
- Maximizes product profitability and improve product performances
- Assures competitiveness and innovation of products and processes from a technological and design standpoint, in line with the reference VP guidelines
- Ensures and consolidates that the growth of the technical “know-how” within the working group is shared and constantly increasing
- Applies all relevant international regulations/norms/standards

**Key Responsibilities**

- Leads development projects for both, European and Chinese, production sites, including co-development with local engineers
- Provides cost-efficient R&D for TT business unit via service level agreements
- Incorporates relevant design expertise and experience in projects in line with brand/product strategy
- Encourages creativity in R&D teams
- Actively searches for best-in-class technologies among competitors and develops innovation roadmap
- Implements structures respecting existing patents; creates min. 3 market-value adding patents per year
- Cooperates closely with product managers to assure customer focus and target costing; co-develops product roadmaps
- Coordinates product development managers defining the right allocation of the resources
- Establishes and maintains operational budgets for his team personnel and equipment
- Supports R&D projects at group level participating in meetings and sharing technical information and “best-practices”
- Encourages "best-practice" sharing through the participation and promotion of meetings, newsletters, knowledge sharing tools and all other initiatives liaising on a
- Cooperates with design committee to ensure brand-consistent design of product ranges
- Develops employees assigned to his department, ensuring the correct application of tools and policies on training, career path and evaluations and inputs to compensation systems

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<th>Skills &amp; qualifications</th>
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| **Qualifications:** University degree in engineering or equivalent is required  
- A Master and or any other further qualification related to R&D is appreciated  
**Experience:** a minimum of 3 years experience in R&D managerial roles in consumer products companies is needed.  
- A minimum of 5 years experience in a R&D project management role is needed  
- A previous experience in consumer-goods company focused on DIY / OEM market channels is appreciated  
**Knowledge:** a good knowledge of R&D processes and organization in consumer-goods companies is needed  
- Extensive knowledge of technical applications and manufacturing implication, methods and requirements of mowers goods is highly recommended  
- Good knowledge of most important IT tools for product development, such as CAD and FEA, is needed  
- Extensive knowledge of mechanics of materials and material properties  
**Languages:** Fluency in English and Swedish  
A further language knowledge is appreciated |

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<th>Mindset and intrapersonal skills</th>
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| **Strong leadership and ownership is needed**  
**Capability in managing people and complexity** in a multinational environment is needed  
**Capability to promote team-working and collaboration** among the different functions, together with an attitude to measure performances by KPIs is highly appreciated  
**Analytical rigor and solid process management** and way of working is needed  
**A real market-orientation** in defining the new projects to launch and a proven attitude in working strictly in relation with design, marketing and product management is needed  
**Out-of-the box thinking** and encouragement of driving for **creative, marketable solutions** is highly appreciated  
**Drive for excellence** is expected |