



Managing Director, EMEA – Netherlands (Amersfoort)

In this position you are responsible for formulating and implementing product and business strategy, achieving profitable growth, leading team members and establishing successful processes and procedures within the EMEA region. This role leads and directs strategic goals within EMEA and is accountable for EMEA P&L performance.

Your tasks:

- Set strategic direction and implement plan to achieve sales and profitability targets for Ergotron's EMEA business, with a balance of short-term success and long-term vision being equally important.
- Creation of a 5-year strategic plan to grow the business, including key performance indicators, annual improvement priorities, and actional strategic objectives.
- Collaborates with Corporate functional leadership to identify EMEA product roadmap strategies and priorities.
- Provide clear and effective leadership direction to Ergotron's EMEA team, with a keen ability to help them successfully work within a matrix organization.
- Establishes annual sales quotas and approves monthly commissions payments for direct reports.
- Oversees the daily operation of the EMEA region.
- Responsible for leading organizational change initiatives across multiple teams and stakeholders.
- Reviews regional performance in relation to sales target vs actual, sales management, cash flow and profit.
- Sets and monitors KPI's, ensures Departments Heads meet team goals.
- Budget and cost control – monitoring all costs, labour, supplies and materials costs.
- Resource planning and full analysis of staffing levels and labour control to ensure profitability.
- High-level negotiations of contracts with distributors / suppliers, aligning with corporate contract compliance procedures.

- Monitors operations for efficiency and safety, ensuring all applicable regulatory requirements are met.
- Provides leadership, coaching and oversight of cross-functional plant operations including Finance, Global Services, Manufacturing, Purchasing, Quality Assurance/Control, Human resources, Product Development, Business Operations and Facilities.
- Communicates and administers company policies.
- Makes recommendations to improve productivity, quality, and efficiency.
- Provides thought leadership and direction to Ergotron's EMEA regional initiatives.
- Responsible for timely and accurate updating of all required systems and programs necessary for EMEA as appropriate to ensure customer data is well maintained and documented.
- Supports “Lean Business Enterprise” initiatives for continuous process improvement and waste elimination.
- May be required to lift heavy products.

Position Requirements (Knowledge and Experience):

- Degree in Business Administration or equivalent.
- Minimum of 10 years of senior management level experience with a focus on commercial activities.
- Proficient in a variety of management concepts, practices, and procedures.
- Expert knowledge of the European region and international business practices.
- Capability to quickly learn new technology and translate it into solutions that address customer needs.
- Experience leading business strategy and planning activities involving multiple stakeholders.
- Ability to travel extensively throughout the European region with occasional travel to the US.
- Strong organizational, leadership, project management, time management, troubleshooting process and problem-solving skills.
- Great communicator with the ability to build and motivate teams, work together with diverse groups across countries and a good understanding of external stakeholder management.
- Self-motivated and the ability to learn new skills that enable to grow quickly.
- Fluent in English.
- Must be able to perform the physical requirements of the job.
- Experience running a \$50M-\$100M P&L preferred.
- Strong acumen in planning and budgeting, strong analytical ability.
- Must be a strategic thought leader that can see the big picture, establish vision and articulate a strong plan of execution.
- Demonstrated ability to create, set, and achieve strategic initiatives that specifically align with organizational goals.
- Must possess a collaborative working style that thrives in a cross-functional, matrix team environment.
- Track record of high achievement, meeting/exceeding goals and driving results is required.

- Ability to inspire, lead, motivate, and coach is imperative.
- Excellent oral and written communication skills including listening and presentation skills.
- Passion for customer satisfaction and success.
- High integrity, strong work ethic, committed team player.
- Proficient in Microsoft Office (including Excel, PowerPoint, Outlook and Teams), Oracle, Salesforce, and company owned applications.
- Must be able to perform the physical requirements of the job.

Ergotron offers a challenging position in an international organization with growth ambitions. A company with top quality products, contributing to a productive and healthy workplace. Ergotron is a company with high ethical standards and passionate, supportive colleagues. A company that stimulates personal development where you will find the flexibility and healthy work-life balance you crave. We offer competitive compensation and benefits in a supportive business environment that's built around a promise: To move you—physically, emotionally and intellectually.

Are you interested to take up this pivotal role? Please send your CV and motivation to hr.emea@ergotron.com.

Ergotron is a global company focused on designing and manufacturing kinetic work environments, so people can thrive as they work, learn and care for others. The way we interact with technology, collaborate with others and pursue our individual potential is changing. Ergotron supports this evolution with innovative solutions that eliminate constraint through movement in healthcare, education and general office environments. The company has a 35-year history of innovation with more than 200 patents and a growing portfolio of award-winning brands—WorkFit®, CareFit®, LearnFit®, JÜV® and OmniMount®. Ergotron is headquartered in Saint Paul, Minn., with a global sales and marketing presence in North America, Europe and Asia Pacific. All products are designed in the United States and manufactured in Ergotron's factories.