

EXECUTIVE POSITION DESCRIPTION

Vice President of Information
Technology
(Top IT Position in Company)



www.restek.com



On behalf of our client, Restek Corporation, KeyStone Search is conducting a retained search for a VP of Information Technology.

www.keystonesearch.com

COMPANY OVERVIEW

Restek Corporation is a leading developer and manufacturer of innovative chromatography columns and accessories, based in State College, Pennsylvania. The company was founded in 1985 by Paul Silvis, who was driven by a dual desire to make outstanding products for every customer and create a workplace environment in which people would look forward to coming to work as much as to going home. Today, Restek operates in a state of the art 128,000 square foot facility in Pennsylvania, a California-based research facility and in subsidiary locations in China, France, Germany, Italy, Japan and the United Kingdom. Restek provides analysts around the world with the innovative tools necessary to monitor the quality of air, water, soil, foods, pharmaceuticals, chemical and petroleum products. As an independent company, Restek is free to design the best solutions available for any chromatographic system.

Since its founding, Restek has been committed to the health and well-being of its employees. In early 2016, Restek opened the doors to its new 17,000 square foot wellness center, for use by Restek employees and their families. In addition to free weights and other equipment, the space includes a gymnasium, spinning and yoga classes, boot camps and other recreational activities. Employees also have access to personal trainers and Restek employs a full-time wellness coordinator.

Restek is a proud 100% employee owned company (ESOP) with approximately 400 employee owners. They are also the current recipient of the ESOP Company of the Year from the Pennsylvania/Delaware Chapter of the ESOP Association. Because Restek employees is also an owner, every employee has a vested interest in the success of its customers.

Restek has also been recognized as one of the Wall Street Journal's 15 Top Small Workplaces and is a three-time winner of the 100 Best Places to Work in Pennsylvania Award.

THE RESTEK VISION

We will be the people delivering creative solutions that make Restek the customer's first and best choice for chromatography.

TRUE NORTH

We are a family of employees committed to an inclusive, collaborative and safe workplace that treats everyone with dignity and respect. Together, we are dedicated to the success of our customers and business partners, and to supporting the local community in which we operate.

PURPOSE

Restek provides chromatography solutions that touch people's lives every day. As employees and owners, we are committed to the long-term independence of Restek to ensure an employee-centric culture, where we all participate in the company's success. Employees are empowered to make a difference, are challenged to reach their full potential and are united in sustaining Restek as a truly great place to work.

CORE VALUES

- Plus 1 in everything we do
- Mutual Trust and Respect
- In the Light
- Constructive Disagreement
- Fast Failure (quickly learn from mistakes)
- Celebrate Success
- Pride in our work
- Execution and Accountability

About State College

State College is home to Pennsylvania State University (Penn State). It is within a few hours driving distance of Pittsburgh, Philadelphia and the Washington DC area. Nicknamed "Happy Valley," State College and its surrounding area was ranked the third safest metropolitan area in the United States by the *CQ Press*, and in 2016 it was ranked the eighth best college town in the nation by *Best College Reviews*. Restek employees rave about the community and its family-friendly feel.

The State College metropolitan area is home to University Park Airport (with 20 daily commuter flights in and out), Big Ten Penn State football, basketball and more, local and professional theater, the Palmer State Museum of Art, orchestra, sporting facilities and seven state parks covering more than 10,000 acres. For more information on State College, visit: <http://www.statecollegepa.us/>

POSITION OVERVIEW

The Vice President of Information Technology is responsible for the overall direction for information technology at Restek, through leadership, project execution, strategic planning, communication and collaboration. Must be an exceptional people-focused leader with broad, hands-on technical skills to lead Restek through growth. This position is responsible for oversight of all IT resources inclusive of staffing and budget and reports to the Chief Financial Officer.

PRIMARY RESPONSIBILITIES

- Leads development of the global IT strategy and roadmap; ensures its integration with the company's strategic planning process, to fulfill the needs of the business strategy and plans
- Leads the enterprise-wide IT function including governance, architecture, information management, e-commerce, CRM, solution delivery, service management and day-to-day operations of the global network, storage, security, compliance and telecommunications infrastructure.
- Develops, fosters and maintains positive working and collaborative relationships with business leaders across the company. Acts as a trusted advisor to develop a clear understanding of business needs.
- Remains current on new technologies and platforms and provides direction on what emerging technologies to be assimilated, integrated and introduced within the company. Manages the launch of on-time and on-budget IT solutions that have a positive business impact.
- Leads the design and implementation of an enterprise-wide disaster recovery and business continuity plan.
- Accountable for the Data Privacy function at Restek, focused on helping to achieve General Data Protection Regulation (GDPR) and Data Privacy regulation compliance. Supports related processes, serves as a subject matter expert, and develops and implements a robust compliance plan.
- Develops and maintains an IT workforce with the appropriate mix of business knowledge, technical skills and competencies that balance the needs between growing the agility required to achieved business objectives and ensuring the core IT functions are reliable, stable and efficient.
- Fosters an engaged work environment within the department, encouraging accountability, open communication, teamwork and a commitment to serving the customer.
- Ensures that appropriate communication and alignment occurs throughout IT by facilitating/participating in regular meetings, conducting regular team meetings, encouraging an open-door policy, and proactively seeking feedback from team members.
- Drives the development of enterprise technology standards, governance processes and performance metrics to ensure IT delivers value to the enterprise.
- Reviews, establishes, and implements IT policies, procedures and service level agreements throughout the company to ensure KPIs are met.
- Prepares and monitors IT expense & capital budgets that meet the company's objectives and constraints.
- Directs the development of an IT sourcing strategy and provides executive oversight for strategic vendor and partner relationship management.
- Leads by example. Exemplifies Restek's expectations of leaders and core values.
- Perform other duties as assigned.

QUALIFICATIONS

The successful candidate will possess a bachelor's degree, as well as a minimum of 15 years of experience in Information Technology with the last 8+ years of IT leadership experience and 5 years of global experience. An MBA or advanced business degree is desired. In addition, S/he will have commercial B2B experience, with broad experience in the development and execution of a progressive, realistic, and global IT strategy in support of company strategic growth and commercialization plans. S/he should have experience with selection, implementation & maintenance of widely adopted global hardware, applications, and systems, including but not limited to Enterprise Resource Planning (ERP), CRM, PLM, etc. This individual should have demonstrated success in leading IT Infrastructure, Development, Service Desk, Data Privacy, and Business Intelligence teams, as well as deep knowledge of IT Systems, ERP optimization, servicer/cloud capabilities, commercial applications and sales enablement technology, demonstrated understanding of sales analytics and BI tools to utilize real-time data for business decision. S/he needs to have current knowledge of and experience in overseeing GDPR and Data Privacy regulations.

The ideal candidate should have experience with M&A as well as experience with Intellectual Property decisions. Should have experience interfacing with customers, Marketing, Sales, R&D and Manufacturing to achieve successful investment and pricing strategies. S/he will have experience in strategic planning and execution, as well as experience overseeing information technology staff.

COMPENSATION

The compensation for this position is highly competitive and consists of a base salary, management bonus opportunity and comprehensive benefits program, including participation in Restek's employee stock ownership program and an outstanding 401k program.

FOR MORE INFORMATION, PLEASE CONTACT:

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Culture | Leadership | Alignment

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