

Job Summary:

The New Product Development Lead Project Manager is responsible for executing product planning for sourced finished goods. This includes collaborating with a cross functional team in ideating new product innovation, the management of the product throughout the product lifecycle, gathering and prioritizing product and customer requirements, defining the product vision, and working closely with suppliers and the marketing team to deliver winning products. It also includes partnering with sales, marketing and support to ensure revenue and customer satisfaction goals are met. The job also includes ensuring that the product efforts support the company's overall strategy and goals and communicating the initiatives and progress to Senior Leadership. This position will focus on a range of sourced products across the entire Vortex sports optics product line as well as accessories for sports optics.

Core Responsibilities:

- Execution of product roadmaps to enable achievement of product strategic goals
- Execution of NPD process documentation and tracking for multiple concurrent products
- Ensure all tasks, to bring new products to market, are completed on target, on time through cross functional team efforts.
- Collaborate with marketing team to conduct periodic market research to stay current on consumer insight, trends, new products and packaging.
- Coordinate Market studies for new product concepts
- Coordinate with Sales, Marketing, and Operations on the development of new products
- Write new product requirements based on market studies and customer feedback
- Lead focus group teams in development of new products
- Lead and direct team of Industrial Designers and engineers to complete projects at a quality level on time
- Collaborate with Purchasing on supplier selection and development.
- Lead regular meetings to executive stakeholders on the status of NPD
- Regularly communicate with vendors, factories, and partners throughout NPD process
- Aid engineers, as necessary in engineering and design of technical aspects of new products
- Test new product prototypes to determine requirement compliance. Communicate non-compliance with factories/partners to get next prototype within compliance
- Further develop, refine, enforce, and foster continuous improvement of NPD SOPs and product testing SOPs
- Aid in building tools to automate and monitor NPD processes and SOPs for compliance and continuous improvement
- Disseminate final product specifications to all company stakeholders as necessary
- POC for patent development on new products and features by writing invention disclosures and working with lawyers and in-house Legal Division Manager to create patents.
- Responsible for partnering with sales and sales forecasting departments on producing, maintaining, and updating new product forecasts.
- Responsible for assisting with product P&L
- Participation in execution and analysis of facts and trends of the product categories, competitive product entries and consumer usage and attitudes with internal and external resources; recommends action to capitalize on profit opportunities or correct problem areas

Education and Experience:

- Bachelor's Degree in Mechanical or Electrical Engineering. Master's degree in technical or business field preferred.

- Minimum 7 years of Engineering experience with at least 3 years engineering of consumer products.
- Minimum 5 years Project Management experience with demonstrable success managing multiple simultaneous projects for NPD
- Experience in new product innovation methods, business case analysis, product definition & tradeoffs, design verification and manufacturing validation, new product introduction approaches and product lifecycle management.
- Have documented experience obtaining utility and design patents

Required Skills:

- Strong knowledge of product development systems and tools required.
- Must be able to analyze complex data, situations and develop range of solutions.
- Must be a decisive, action-oriented individual with experience influencing others.
- Must have excellent written and presentation skills.
- Proven ability to communicate cross-functionally.
- Proven ability to effectively communicate to Sr. Management.
- High levels of understanding and respect for other company functions and ability to work well with them as a team.
- Strong business acumen, results-orientation, intellectual horsepower and interpersonal effectiveness.

Other Requirements:

- Travel to vendors, partners, and factories to include domestic and foreign travel. Estimate domestic travel averages 1-4 days per month. Estimate foreign travel 1-3 trips per year.
- U.S. Citizen or a lawful permanent resident

Bonus Qualifications:

- Project Management Professional (PMP) certification from Project Management Institute (PMI) or equivalent