



JOB DESCRIPTION

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Date: February 26, 2008 Revision: 3
Position Title: Technical Director
Department: Research & Development
Reports to: Vice President, Technology

Location(s) Applicable to: All CA CT FL IN NC OR TX

Classification: Salaried (Exempt) Weekly (Non-exempt) Hourly (Non-exempt)
Category: Full Time Part Time Temporary

Overview:

Supervise intra-department groups/functions in the Research & Development department.

Essential Job Functions & Responsibilities:

1. Supervising Chemists/Scientist, evaluate their work on an annual basis and set work and training goals annually.
2. Supervises the development work of Chemists/Scientist and ensure timely delivery of products as agreed upon with Marketing Department.
3. Communicates to other functions/departments, such as Marketing, Technical Service, Production, Human Resources, and Sales, and facilitates the interaction between R & D and the related functions.
4. Defines together with Marketing Department the deliverables of a product to be developed.
5. Ensures an overall advancement of the education level of the R & D department through training.
6. Ensures testing and analytical capabilities of the R & D department to be on a level to serve National and International requirements.
7. Attends field trials of new products.
8. Facilitates internal roll outs of new products.
9. Includes International R & D activities into the activities of headquarters R & D.
10. Represent the R & D department at Tradeshows, trade committees, Standardization Authorities in the U.S. and around the world.
11. Drives Cost Out initiatives to ensure the most economical production cost with respect to the expected performance of the product.
12. Presents to internal and external customers at trade shows and associations.
13. Publishes technical literature in industry related journals, magazines and books.

Nonessential Job Functions:

1. Performs other directly related appropriate duties and assumes accountabilities as apparent or as delegated, including mutually agreed upon objectives.

Job Specifications/Skills:

1. Minimum of 8 years experience in a product development for construction materials (direct industry experience).
2. Minimum of 8 years supervisory experience.
3. Work exposure to Sales, Production/Operations, Product Management, QC, ISO, Analytical, Product Development, Polymer/Adhesive Technology, Human Resources, International Business, Finance, Accounting, Budgeting and Marketing departments.

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Job Specifications/Skills (continued):

4. Must be able to facilitate demands to R&D and requirements from R&D to other departments.
5. Must be able to lead multi-functional teams.
6. Must be well organized, detail oriented and have strong analytical ability.
7. Must have experience as a coach (Emotional Intelligence) to advance people within the team process.
8. Strong verbal and written communication skills.
9. Must be a self starter and ability to multi-task.
10. Intermediate to Advanced knowledge of Microsoft Office (Word, Excel, PowerPoint), Outlook.
11. 2nd language preferred.
12. Bending and reaching to file. Infrequent ability to lift/move up to minimum of 50 pounds.
13. Team Cooperation - maintain positive, cooperative, professional attitude with LATICRETE employees and customers.

Minimum Educational Requirements:

1. Ph. D. in Chemistry, Chemical Engineering or a related scientific discipline.

Travel:

1. 20%
2. Must have or be able to obtain a passport.

Reply in confidence to Human Resources, at humanresources@laticrete.com

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