

## **Position Specification**

# **Global SR Program Manager**

## **SLPE**

## **POSITION SPECIFICATION**

**POSITION:** Global SR Program Manager  
**COMPANY:** SL Power Electronics Corp  
**LOCATION:** Ventura, CA  
**REPORTING**  
**RELATIONSHIP:** VP, Sales & Marketing

## **KEY RESPONSIBILITIES:**

### **MAJOR FUNCTION:**

The Global Program Manager (GPM) is the overall leader for the Program Management (PM) office. The GPM executes all assigned New Product Development (NPD), cost reduction (VA/VE), product transfers, alternate sourcing, private labeling and other time-bound product life-cycle activities. GPM is also responsible for all commercial and technical aspects of all projects specifically in meeting the required deliverables of schedule, cost and performance metrics. GPM champions customer requirements within and external to the company, and is viewed as the singular point of contact for Program Management at SL Power. The GPM must be “hands-on” while overseeing other Project Managers (when applicable) to ensure that all design, engineering, manufacturing operations, quality, sales, channel partners, and customer teams are working together toward a common objective. The GPM would be the owner of the SL Power Product Life Cycle Management (PLcM) processes, in collaboration with the Global Product Line Managers PLcM execution.

### **ESSENTIAL FUNCTIONS:**

- Responsibility, Authority and Accountability for every project scope delivery and successful execution within technical, schedule, cost and quality commitments.
- Manages development P & L to maximize commercialization return.
- Executes program leadership and change management across a matrixed environment. Seeks team input to promote rapid resolution to issues. Provides direction to the project teams in areas of customer concerns, potential changes in scope and risk assessment.
- Supervises Project Managers assigned, and establishes objectives and annual goals. Coaches and provides feedback/rewards on performance indicators.
- Manages effective customer communications. Actively works to improve organization responsiveness to customer requirements by balancing project risk with speed of execution. Champions customer expectations and contractual commitments across project teams.
- Ensures standard Program Management (PM) processes are utilized and provides adequate support to the project teams by coordinating PM reviews, preparing & publishing PM metrics and reports. Provides broader organization with periodic program updates (Program Status Report – Green/Yellow/Red) of current situation relating to key project milestones and problem/high risk areas (e.g., technical, cost, and schedule).
- Maintains metrics for program for earned value (Cost Performance Index/Schedule Performance Index), quality, technical performance and delivery through all of the Stage-Gate phases.

- Coordinates all risks and requirements of the project into a complete integrated entity. This is accomplished by planning, controlling, integrating all projects and measuring all elements to ensure the requirements and goals are successfully achieved.
- Plays a key role in developing New business proposals and executing the overall program plan. Supports negotiations and pricing strategies by product, market and/or by customer.
- Provides overall Program interface with the customer.

#### **EDUCATION AND EXPERIENCE:**

- Bachelors degree required; Engineering or technical degree preferred.
- 5+ years experience in Program Management; or a combination of Program Management with some Engineering and/or Product Development Management.
- Experienced in electronics New Product Development (NPD) programs; experience in power electronics NPD programs preferred.
- Intermediate understanding of sourcing practices, quality systems, manufacturing processes, and design phases.
- Proven Leadership skills - capability to lead change in a matrixed environment across multiple sites and customers globally.
- Fully demonstrating to proficient in Program and Project Management methodologies, processes and tools.
- Project Management Institute (PMI) accreditation (PMP) preferred.
- Excellent communication and presentation skills – both verbal and written with ability to make necessary status reports and technical presentations to management teams sand customers.
- Strong analytical skills and business acumen.

#### **SKILLS AND ABILITIES:**

- Able to develop constructive and effective working relationships in a matrixed environment with global teams that include individuals from within and outside of the organization.
- Travel to Asia & Mexico can represent 25% of work time.
- Flexibility in collaborating/communicating during different time zones; EMEA & Asia.
- Possesses excellent communication skills, verbal and in writing, and can confidently interact on all levels of the organization and with external contacts. Ability to create and deliver powerful and effective presentations.
- Possess leadership, conflict resolution and troubleshooting skills.
- Demonstrates highly effective time management and organizational skills.