



Senior Vice President - EMEA, Noratel

THE COMPANY

Noratel is a global designer and manufacturer of customised transformers for critical applications in a number of end markets, including renewable energy, medical, EV charging, audio, transport, shipping and subsea, automation, and motor drives. Headquartered just outside Oslo, the business has manufacturing in China, Sri Lanka, India, Poland, Germany, Finland, Norway, Mexico, and the United States, plus facilities in the UK, Sweden, and Canada. Noratels engineers work closely with customers to understand their needs and to provide solutions; 90% of products are bespoke.

Noratel forms part of the Design & Manufacturing division of discoverIE Group plc, a British company listed on the main London stock exchange where it is a member of the FTSE 250 index. discoverIE acquired Noratel from private equity ownership in July 2014 and Noratel has grown organically and via acquisition under discoverIE's ownership. Noratel employs 2,300 people worldwide.

ABOUT DISCOVERIE

discoverIE Group plc is an international group of businesses that designs, manufactures, and supplies customised, innovative, and application-specific components for electronic applications. In-house engineers work closely with customers to design bespoke products for their specific requirements; these are then manufactured and supplied, usually on a repeating revenue basis, for their ongoing production needs. This model generates a high level of recurring revenue and long-term customer relationships. The group operates across a wide range of industry segments but focuses particularly on key target markets which are driven by structural growth and increasing electronic content: medical, renewable energy, industrial connectivity, and transportation. The Group aims to achieve organic growth that is well ahead of GDP and to supplement that with targeted, complementary acquisitions.

Over the last seven years, sales have more than doubled and operating profits have grown five-fold. The Group has a market capitalisation of £950m (August 2021) and for the year ending 31st March, 2021 generated revenues of £454m and underlying profit before tax of £35.2m. The Group employs c.4,400 people and its principal operating units are located in Continental Europe, the UK, China, Sri Lanka, India and North America.

discoverIE operates across two divisions: Design & Manufacturing (D&M) and Custom Supply. D&M represents circa 65% of group revenue and 87% of group profit contribution. Currently it is comprised of 16 businesses and supplies custom electronic products in multiple technologies including power & magnetics, sensors, electromechanical, switches, fibre optics, HMI, and EMC shielding.



BACKGROUND TO THE APPOINTMENT

NORATEL has initiated in 2020 a transition aiming at taking the company to its next level of sustainable performance, through changes in management heads and practices and a new strategy more aligned with discoverIE's expectations.

A new organization is being built to support this transition: it is in this context that NORATEL is implementing a regional organisation structure, aiming at empowering local teams, and allowing them to build sustainable success in their region both commercially and operationally.

This position will have the full business responsibility for EMEA Region: 9 sites (6 factories); 450 employees.

KEY RESPONSIBILITIES OF THE ROLE

- Ensure the business provides a consistently safe working environment for all employees.
- Ensure compliance in all business areas.
- Build the EMEA organization structure and develop the business to the next level: safety, quality, sales growth (organic and acquisitions), profitability, operating efficiencies, footprint rationalization, management succession.
- Accountability for Noratel EMEA's performance and operational management, including strategy, sales growth, profitability, budgeting, competitive market position, ensuring operational excellence and careful cost management.
- Develop and implement a medium-term growth plan across all key territories and target markets, supporting the overall NORATEL group strategy.
- Lead project pipeline growth and design wins
- Hierarchical responsibility for following companies: Poland, UK, Germany, Sweden, Norway, Denmark, Finland.
- Develop, motivate, and retain a high-calibre, motivated team who are enthusiastic about, and capable of, meeting the challenges to deliver long-term profitable growth whilst role-modelling the NORATEL values and culture.
- Develop the manufacturing strategy to drive efficiency and optimise production.
- Conduct her/himself with unquestionable integrity and actively promote the highest ethical behaviour by all employees.
- Bond with colleagues from the Management team (other regions, support functions) and the rest of the organization.

QUALIFICATION AND SKILLS

- Experienced, commercially driven business leader who has run a significant international P&L with a track record of leading profitable growth in a complex manufacturing organisation.
- Clear capability in developing a strategy and successfully delivering against it.
- Financially literate with excellent commercial instincts, sound business judgement, and a strong bottom-line focus.
- Experience in sales roles and the ability to develop customer strategies and oversee a commercial sales organisation is advantageous.
- Track record of building a high-performing team, designing management structures, selecting capable individuals, and planning for succession.
- Team player and ability to collaborate beyond own perimeter to care for the greater good.
- First class communication and influencing skills; a confident and effective communicator, able to effectively manage relationships both internally and externally, with strong networking ability.

PERSONAL CHARACTERISTICS

- Professional and personal gravitas; possessing the seniority to develop key relationships that can be pivotal in finalising major contracts is key.
- Target driven and results focussed
- Strong communication skills: a confident and effective communicator, able to manage relationships effectively, both internally and externally
- An ability to adopt small/large company image
- Natural leader and motivator of people
- Genuinely customer-focused, motivated by developing customer-centric strategies and mobilising the business to deliver against them
- A committed, energetic, and passionate individual with an objective, sleeves rolled up, down-to-earth, hard-working style; low-ego, easy to get one with and non-bureaucratic
- High integrity, good sense of humour and a strong commitment to organisational and ethical values

ADDITIONAL INFORMATION

- Location is flexible
- Extensive traveling will be expected to conduct internal & customer reviews where and when needed.
- Direct reports consist of Managing Directors of each country in the region and functional team members (finance, business development, etc).

CONTACT INFORMATION

Please forward your application to: HR@noratel.com