



Ideal Standard

Job Title	PRODUCT MANAGER KITCHEN FITTINGS		
Department	Product Management		
Country	DE, IT, UK or FR	City	Bonn, Milan, Armitage or Roissy-en-France
Job type	Permanent	Work schedule	Full-time

Responsibilities & Accountability

As our Product Manager for Kitchen Fittings, you will stand for the development and execution of the fittings strategy to secure a healthy growth of the entire fittings portfolio by:

- Collaborating with the central Marketing and local Markets to understand our market needs
- Managing our product portfolio from a profit, branding, life cycle and complexity point of view
- Managing our NPI & NPD pipelines and roadmap, supported by the NPD and Innovation team, following the company process (with direct contribution to make or buy decisions)
- Developing specific activation programmes for our products, with the help of our central Marketing experts and training internally and externally on our new products.

Main tasks

- Assess the product portfolio across Europe and develop the Category Roadmap for the Company by involving all appropriate units of the business.
- Actively support the overall process and planning for delivering effective (NPI) product introduction
- For new products - Define sales evolution, set product pricing and profitability development targets in accordance with the Category business ambition
- Support the new product introduction and activation together with Marketing
- Together with the local teams (but not only) collect and analyse local product information, competitor actions and as well as general European market moves in order to identify potential opportunities (short term and long term), if needed take appropriate corrective actions
- Set up the design brief and the product development specification ("Technical Specifications") and NBC/Stage-Gate forms, following the Product Management and NBC/Stage-Gate process of the company. Follow and support to ensure agreed products are delivered on



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time, on quality and according to the set Business Case

- Drive the Category Complexity reduction program and product lifecycle phase-out plans as identified in the Company product roadmap
- Provide support to the countries/regions in their product policy, training and product knowledge development
- Work with Legal and other appropriate internal and external parties to ensure appropriate product-related patents, warrants, certifications, approvals are in place for all appropriate markets

Candidate Profile

- 3-5 years' experience in Product Management, ideally with Fittings, in Kitchen and/or Bathroom industry
- Availability for international travel up to 30%
- Excellent level of English, both written and spoken
- Behavioural Skills
 - Excellent communication skills
 - Extrovert
 - Can work independently as well as within a team
 - Respectful of the process but open-minded and flexible to catch any off-road opportunities
 - Organized in a dynamic environment
 - Committed and positive
- Business Skills
 - Strategic thinking
 - Analytical
 - Business understanding of a company P&L
 - Effective communicator and presenter
 - Effective in managing and influencing stakeholders' including senior levels
 - Good understanding of B2B
- Technical Skills
 - Product technical understanding
 - Microsoft Office
 - SAP / Business Warehouse
 - Stage Gate Process



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- Performance Targets
 - Continuously deliver Y3 NPI Sales & Margin
 - Deliver the AOP in terms of Sales & Margin (Std and GP)
 - Respect the NPDI process for NPI projects
 - Present and get approvals of Gate submissions
 - Provide all inputs on time to support Activation plans
 - Achieve complexity reduction objectives

How to Apply

Interested candidates should apply by sending an up-to-date CV (in English) at talent@idealstandard.com with "PM Kitchen Fittings" in the subject line. By submitting your application, you acknowledge that you have read and agree to our [Applicants Privacy Policy](#). All inquiries and applications will be treated with the utmost discretion.

Not interested?

[Send us](#) your up-to-date CV today! Our recruitment team will contact you immediately should a career opportunity arise which is relevant to your profile.