



VICE PRESIDENT OF GROWTH & INNOVATION

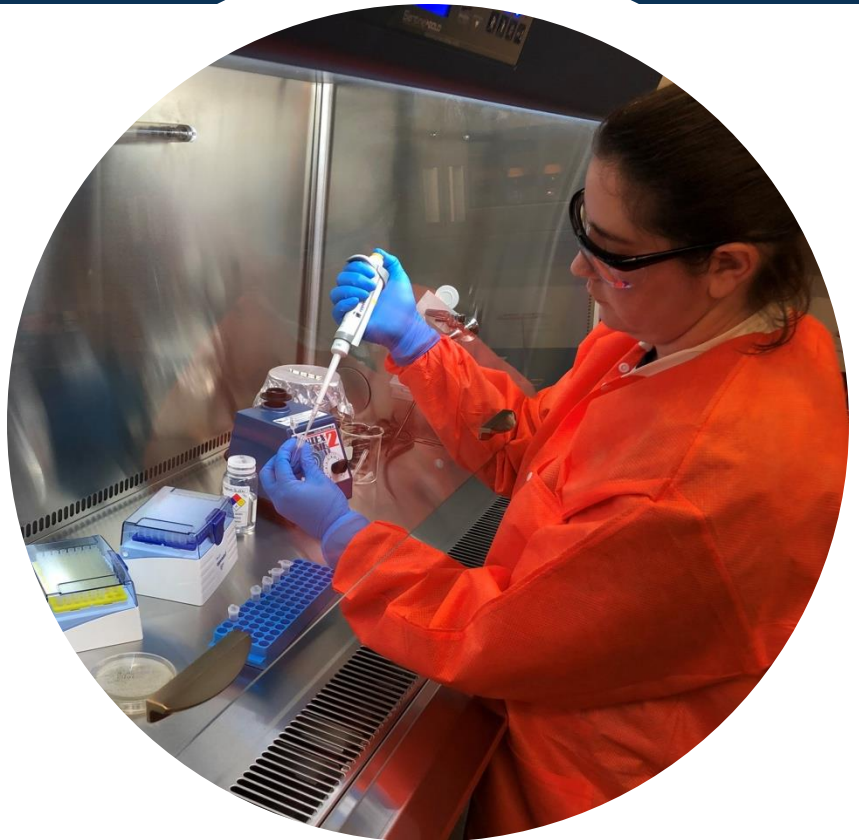
CINCINNATI, OH

ABOUT THE COMPANY

Pilot Chemical Company is a privately held, family-owned global specialty chemical company with a 72-year legacy of innovation and customer focus. Headquartered in Cincinnati, OH with other locations in Texas, New Jersey, and Mexico, Pilot combines big-company capabilities with the agility of a medium-sized business to deliver tailored surfactant technologies and EPA-registered biocide solutions. Known for quality, reliability, and a broad portfolio, it serves both consumer and industrial markets as a preferred innovation partner and solutions provider.

Unleash Innovation. Ignite Growth. Drive Change.

- *Are you a visionary leader with a passion for innovation and a proven ability to transform market opportunities into tangible business success?*
- *Do you thrive in a culture of collaboration, curiosity, and impact?*
- *Pilot Chemical Company is filling a new position as Vice President of Growth & Innovation to shape and execute strategies that define their future.*



THE OPPORTUNITY

Reporting to the President and COO, the VP of Growth & Innovation will have direct oversight of the Market & Business Development and Technology & Innovation teams. This person will be the driving force behind Pilot's transformational expansion. This is more than a leadership position — it's an opportunity to unlock the full potential of a very talented team, revolutionize how customers are served, and push the boundaries of what's possible in the specialty chemical industry.

You'll lead the growth strategy from ideation through commercialization, leveraging Pilot's reputation for agility, quality, and reliability. Your insights into market trends, unmet customer needs, and emerging technologies will guide the company into new geographies, business models, and industries, delivering significant value to both customers and Pilot.



WHAT YOU'LL BE DOING

Strategic Leadership & Execution

- Design and execute bold growth strategies that align with Pilot's vision and market trends.
- Address competency gaps and build organizational capabilities to deliver on these strategies.
- Uncover new market opportunities and develop partnerships that accelerate expansion.

Product & Market Innovation

- Oversee the creation and launch of innovative products and services that set Pilot apart.
- Implement frameworks to transform customer insights into groundbreaking solutions.
- Enhance customer engagement through advanced tools like voice of customer and consultative selling.

Technology & Team Excellence

- Lead Pilot's Technology & Innovation team to ensure cutting-edge product development and customer support.
- Build R&D capabilities that position Pilot as an industry benchmark.
- Cultivate a high-performance culture grounded in safety, ethics, respect, and results.

Performance & Collaboration

- Establish and monitor KPIs to measure growth and innovation success.
- Collaborate seamlessly across functions—commercial, manufacturing, supply chain, and more—to achieve company-wide goals.
- Report progress to the Innovation Steering Committee, Leadership Team, and Board of Directors.

KEY REQUIREMENTS

- **Educational Excellence:** BS in Chemistry, Chemical Engineering, Business, or Marketing with an MBA strongly preferred.
- **Industry Mastery:** 20+ years in the specialty chemical industry and raw materials, with 10 years in senior leadership roles focused on growth, innovation, or business development.
- **Visionary Leadership:** A proven record of driving market development and innovation in the specialty chemical industry.
- **Strategic Acumen:** The ability to distill complex market insights into actionable strategies that deliver results.
- **Techno-Marketing Expertise:** A deep understanding of specialty chemical end-uses, paired with strong technical and marketing knowledge.
- **Collaborative Energy:** Exceptional communication and team-building skills to inspire and engage across all levels.



KEY PERSONAL ATTRIBUTES

- Strategic vision
- Entrepreneurial spirit
- Leadership and executive influence
- Humble, low ego, and genuine
- Decision-Making
- Strong communicator
- Creative, Adaptable, Analytical, and Resilient



THE PAYOFF

- Pilot is more than a workplace... it's a place to make your mark in an organization that values innovation, collaboration, and impact.
- As a member of the Leadership Team, you'll play a pivotal role in shaping the future of a company that's committed to excellence, agility, and the development of its people.
- Pilot is transforming ideas into impactful realities. This is an exciting opportunity with a compelling compensation and benefits package where you'll play a critical role in their future growth.

LEARN MORE & APPLY

To apply please send your resume and a brief cover letter to: **Julie George, Chuck Aardema, or Jenny Caccimelio** or **APPLY ONLINE.**



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