



VICE PRESIDENT OF GROWTH & INNOVATION

CINCINNATI, OH

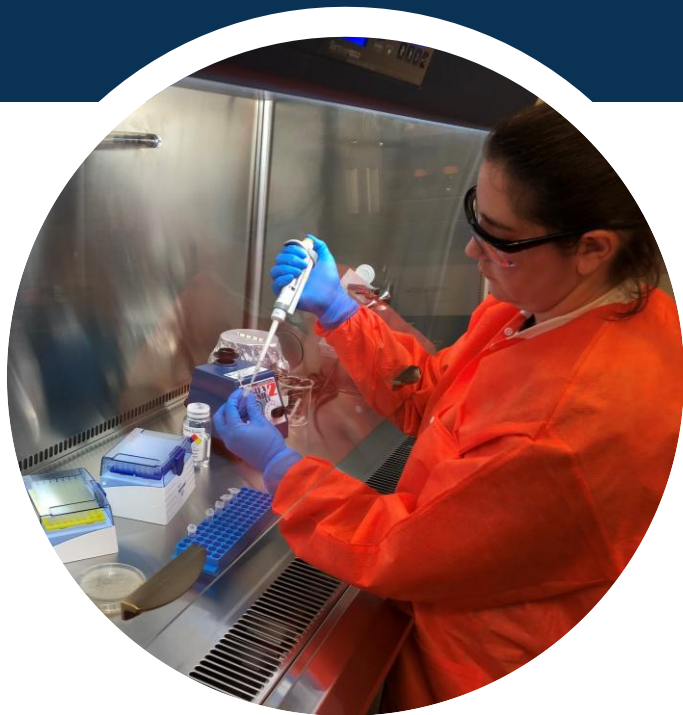
ABOUT THE ORGANIZATION

Unleash Innovation. Ignite Growth. Drive Change.

Pilot Chemical Company is a privately held, family-owned global specialty chemical company with a 74-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.

THE OPPORTUNITY

- Are you a visionary specialty chemical leader who can connect market insight, technical innovation, commercialization, and strategic investment into measurable enterprise growth?
- Do you thrive in a culture of collaboration, curiosity, and impact?
- Pilot Chemical Company is filling this exciting executive-level position to shape and execute the strategies that define their future.



Reporting directly to the CEO and serving as a member of the Leadership Team, the Vice President of Growth & Innovation will lead Pilot's enterprise growth agenda across innovation, commercialization, market development, technical service, strategic partnerships, and inorganic growth initiatives. This person will lead a total team of ~25 people and split office time between Pilot's Headquarters and Technical & Innovation Center.

This executive will serve as the architect of Pilot's future growth strategy—identifying emerging market opportunities, anticipating customer needs, advancing breakthrough technologies, and building a disciplined portfolio of innovation and investment opportunities that create long-term enterprise value.

Success in this role requires both visionary thinking and operational execution, combining strategic leadership with technical credibility and commercial acumen to accelerate growth across the organization.



WHAT YOU'LL BE DOING

GROWTH STRATEGY & MARKET DEVELOPMENT

- Develop and execute Pilot's long-term growth strategy and multi-year growth roadmap.
- Identify new market opportunities, strategic partnerships, and emerging technologies that accelerate business growth.
- Leverage customer insights and competitive intelligence to drive data-informed investment decisions.

INNOVATION, COMMERCIALIZATION & TECHNICAL LEADERSHIP

- Lead innovation from ideation through commercialization, ensuring technical excellence and customer value creation.
- Oversee Technology & Innovation and Technical Service organizations supporting customers and manufacturing operations.
- Partner with Manufacturing to improve product quality, reliability, and process performance through technical problem solving.

CORPORATE DEVELOPMENT & ENTERPRISE GROWTH

- Lead strategic partnerships, business development initiatives, and M&A opportunities from target identification through integration planning.
- Build robust business cases including valuation, risk assessment, and synergy analysis to support investment decisions.
- Manage Pilot's enterprise growth portfolio through disciplined prioritization, governance, and value realization.

LEADERSHIP & ORGANIZATIONAL EXCELLENCE

- Lead and develop high-performing Technology & Innovation and Market & Business Development teams.
- Partner across Commercial, Manufacturing, Supply Chain, and Business Services to accelerate execution and remove organizational barriers.
- Establish KPIs, monitor growth initiatives, and communicate progress to the Leadership Team and Board of Directors.

KEY REQUIREMENTS

- **Educational & Business Foundation** – Advanced degree in chemistry, chemical engineering, business, marketing, or a related discipline, with the strategic and analytical capabilities to lead enterprise growth initiatives.
- **Specialty Chemical Industry Leadership** – 20+ years of progressive leadership experience with deep expertise in specialty chemicals and related markets.
- **Growth Strategy & Innovation** – Proven track record driving profitable growth through innovation, commercialization, market development, and market dynamics relevant to Pilot (AOS formulations, household cleaners, personal care, I&I, biocides, lubricants, emulsion polymerization).
- **Strategic & Commercial Acumen** – Ability to translate customer insights and market intelligence into actionable growth strategies and investment priorities.
- **Innovation & Technology Leadership** – Experience leading R&D, product development, commercialization, and innovation portfolio management from concept to launch.
- **M&A & Corporate Development** – Demonstrated success leading strategic partnerships, acquisitions, due diligence, integration planning, and value creation initiatives.
- **Technical & Operational Partnership** – Strong technical credibility with experience supporting customers and partnering with manufacturing to improve quality, reliability, and process performance.
- **Executive Leadership & Cross-Functional Influence** – Proven ability to lead diverse teams and drive alignment across commercial, technology, manufacturing, supply chain, and business functions.





KEY PERSONAL ATTRIBUTES

- Strategic thinker and outstanding communicator with an external market orientation.
- Innovative leader who thrives on creating new growth opportunities.
- Technically credible with strong commercial instincts.
- Collaborative executive who builds alignment and accountability.
- Analytical, data-driven, and decisive in complex business environments.
- Curious, resilient, and energized by solving challenging customer and market problems.
- Humble, authentic, and committed to developing people and organizational capability.

THE PAYOFF

- Shape the future growth strategy of a highly respected specialty chemical company with a strong legacy of innovation.
- Serve as a trusted advisor to the CEO and Leadership Team with enterprise-wide influence.
- Lead innovation, commercialization, technical service, strategic partnerships, and M&A activities that define Pilot's next chapter of growth.
- Build world-class innovation capabilities while delivering meaningful value for customers, employees, and shareholders.
- Leave a lasting legacy by helping transform a successful company into its next generation of market leadership.

Please visit
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