



## **The Opportunity**

Renin is looking for a highly motivated and creative Product Development Specialist for our Doors & Décor category with a keen eye for finding innovative solutions for interior design products throughout the home. This individual will report to the Director, Product Development and be given the opportunity to forge their own path and work with a dynamic team of Marketers and Engineers to develop unique, one of a kind products that support the objectives of the business.

This is an exciting new role at Renin where this individual is a key contributor in delivering the annual budgeted revenue and gross profit within the category to meet Renin's product development targets. Renin will invest in training and development of this individual with the ultimate goal of succession into a product management position. This is achieved by thoroughly assessing the market, identifying the target customers and consumers and articulating a singular objective with focused strategies and related tactics in-field.

The ideal candidate is humble, hungry, and smart. They thrive on ownership, display drive (a sense of purpose), and provide mutual support to their peers. A business architect by nature, this individual is comfortable creating a game plan, likes to balance their time in-market vs. in-office, and knows how to set the sales organization up for success.

If you have a desire to work in a fast paced, multi-disciplinary, cross-cultural team and have a natural curiosity to solve problems, this is the right position and company for you.

## **Primary Responsibilities**

- Take a leadership role in the idea generation and design of new products to support Renin's Doors & Décor product portfolio.
- Identify and commercialize innovative new products based on customer and consumer insights and gaps in current product line-up which are in-line with Renin's strategic product pipeline.
- Identify where similar in-market or out of market products can be sourced or modified to compliment Renin's product assortment and pipeline.
- With help from the Director; Product Development, proactively manage the product portfolio, also known as life cycle management.
- Has the desire to learn about proper market assessment and strategy development.
- Articulate the merchandised portfolio – including distribution, pricing, merchandising, and sales promotion tactics.
- Learn how and ultimately manage the financial health of the Doors & Décor category and their individual products, including desired pricing and contribution margins.
- Key contributor in product line reviews with key customers and
- Conduct internal and external product knowledge sessions to educate Renin employees, Merchants and Specifiers of the benefits of Renin's products.

## **Desired Qualifications, Characteristics, Experience, and Skills**

The ideal candidates should possess the following:

- 2 - 5 years product development (or category management) experience in a manufacturing or retail focused business.
- Possesses a University Degree in Business and/or Marketing.
- Has demonstrated success executing at retail, manufacturing or wholesale channel. (OEM knowledge is an asset)

- Strong market assessment experience, including analyzing consumer, customer, competitors, and economic variables.
- A strong understanding of design principles and a sense for brand aesthetics.
- Knowledgeable understanding of manufacturing processes.
- Ability to lead programs that require direct contact with consumers through participation of qualitative research including home visits, ethnographies and focus groups.
- Experience in developing ideas from initial concept to production ready designs.
- Enthusiastic about new product development and working on conceptual projects.
- Ability to articulate a singular business objective for each category.
- Experience managing multiple projects simultaneously.
- Experience in channel management of products and product strategies.
- A high achiever with an exceptional track record of success in leading and mobilizing people and building relationships.
- A business minded and strategic marketing professional.
- Decisive and focused—understands what needs to be done and moves quickly to that end; a hands-on executor who leads by example.
- Disciplined with a gets it done mentality.
- Innovative, creative and resourceful; focused on driving a leading market position.
- Confident, transparent and comfortable voicing his/her opinion or concerns.
- Entrepreneurial spirit, a collaborator with professional management acumen.

#### **Reporting Relationship**

- The individual will report directly to the Director, Product Development.

#### **Location**

- The individual will work from our Brampton, ON Head Office with some travel required.

#### **Compensation and Benefits**

- Renin Canada Corporation provides a competitive performance-based compensation program that includes salary, reimbursement for any approved travel expenses, and access to a company-funded benefit program. Compensation will be based on each candidate's specific qualifications, experience, and quantifiable accomplishments and results.

#### **Performance Review and Assessment**

- There will be an annual performance review and assessment completed in March/April of each calendar year that will coincide with the completion and reconciliation of Renin's corporate December fiscal year-end.

#### **Company Overview**

- Renin Canada Corporation, which includes Renin US LLC, is a multimillion-dollar business, with its head office located in Brampton, Ontario, Canada. Renin is an innovative manufacturer of door systems and hardware for the retail, wholesale, commercial, OEM door manufacturer, and door fabricator channels. The company also manufactures and distributes sliding bi-pass and bi-fold closet doors, room dividers, fabricated glass, and decorative mirrors to the residential construction and remodeling markets.
- Renin's vision is to design, develop, and manufacture products through innovation and manufacturing expertise, with a strong focus on providing superior and profitable solutions to its global customers and functional products to end user consumers.

- Renin manufactures, markets, and sells products in the following categories: mirror and panel closet doors; European style wardrobe closet doors; framed and frameless wall mirrors and accessories; and sliding bi-pass, bi-fold, pivot, pocket, barn door, and overlay door hardware components. Renin manufactures its product lines under a variety of brand names, including ACME, ERIAS, and JJ Home Products.
- Fort Lauderdale, Florida-based BBX Capital Corporation (NYSE: BBX) acquired the assets and operations of Renin Corporation on November 1, 2013. The company now operates as Renin Canada Corporation and Renin US LLC.
- Renin has manufacturing and distribution centers located in Brampton, Ontario, Canada and Tupelo, Mississippi, United States.

### **Application Process**

- Please submit a tailored cover letter (referencing the specific position you are interested in) and a PDF file of an up-to-date résumé addressed to the attention of the Human Resources Manager, Renin Corporation, 110 Walker Drive, Brampton, Ontario L6T 4H6, to the following e-mail address: **careers@renin.com**
- Only qualified candidates will be contacted for follow-up. Prospective candidates and/or third-party recruiting firms should not attempt to contact individuals within Renin Canada Corporation and/or Renin US LLC directly; doing so will automatically disqualify individuals from the search process.
- **Note:** Renin Canada Corporation and Renin US LLC are Equal Opportunity Employers. Because we are committed to diversity in the workplace, we encourage fully qualified diverse candidates to apply. Renin Canada Corporation and Renin USA LLC do not discriminate against any candidate on the basis of race, gender, disability, religion, national origin, age, or any other protected category.