



Building with conscience.

Title: Director R&D

Location: Sto Corp. Atlanta Plant, 6175 Riverside Drive, SW, Atlanta, GA 30331

Reports to: Vice President, R&D and Technical Services

Sto Corp. (Sto), a global innovation leader in design, marketing, and manufacture of building components and systems for exterior walls, is seeking a Director of R&D for its growing business. The Director has responsibility for oversight of product and systems design and day-to-day product development work. The ideal candidate has an advanced degree in organic chemistry, building science, or chemical engineering, extensive senior level management experience with a building products manufacturer, and proven ability to execute business strategy, while leading a talented technical team and inspiring innovation.

Essential Duties and Responsibilities (includes, but not limited to):

- Lead the development of new and innovative products and systems in line with company strategy
- Implement local strategy related to innovations, products, systems, sustainability, quality and cost in close relationship with Product Management and the needs of the market
- Continuously monitor and benchmark the market and improve the R&D product and systems portfolio in terms of innovativeness, sustainability, performance, quality and cost. Identify and develop innovative sources, lead collaboration with innovation partners, e.g., universities, startups, and suppliers
- Align and coordinate with Global Heads of R&D to share knowledge and implement best practices within the Sto Group
- Protect innovations with patent applications and coordinate with the Sto Group
- Maintain metrics on design and development work
- Chair Product Development Team meetings with R&D, Marketing and Operations, and record and maintain records of meetings
- Chair Executive Committee meetings with Senior level Managers, report on status of Design and Development projects, and record and maintain records of meetings
- Conduct regular reviews of design and development projects
- Supervise a staff of 11 full time employees
- Provide direction, advice, and mentorship of direct reports and staff members with regular reviews and involvement in their growth and development
- Comply with ISO Quality Management and Environmental Management Systems
- Troubleshoot and solve complex technical problems
- Perform other duties as assigned

Education and Experience:

- Minimum 7 years university level education. Advanced degree in organic chemistry, building science, or chemical engineering preferred.
- Minimum 7 years of management experience in Research and Development with multiple years as a Senior Manager in the building products field.

Knowledge and Skills:

- In-depth knowledge of building materials and construction
- In-depth knowledge of building science, organic chemistry, or chemical engineering
- In-depth knowledge of ASTM test methods, building codes, and building code acceptance criteria in relation to air barriers, coatings, and exterior wall coverings
- Fluent in English. Fluency in a second language, Spanish or German preferred
- Skilled user of MS Office Applications – Word, Excel, Powerpoint
- Innovative mind and creativity
- Excellent organizational skills and attention to detail
- Excellent interpersonal skills
- Excellent judgement and decision-making, particularly regarding safety, regulatory, and personnel situations
- Demonstrated leadership skills
- Self-motivated

Physical Demands:

This is generally an office position. Climbing stairs, sitting, and walking into a manufacturing plant and observing manufacturing operations is typical. The ability to visually judge product aesthetics, application, and structure is necessary. Although not a requirement, “hands-on” work and the willingness to occasionally apply products and participate with others in the construction of walls or in the application of products and systems is desirable.

Work Environment:

The position is in the office area of the Sto Corp manufacturing plant in Atlanta, GA. Occasional travel to the corporate office, a short drive, is necessary. Off-site travel to participate in sales meetings, to visit with customers, or to attend other work-related events should be expected. Some travel to view application of products at job sites or to troubleshoot complex technical issues, while following the applicable job-site regulatory and safety protocols should be expected. Occasional international travel should be expected.