Vice President of Engineering – Gulf Coast of Florida

The Vice President of Engineering in conjunction with the leadership team will develop the company’s technology strategy that aligns and supports the global growth strategy. The Vice President of Engineering will have direct responsibility for planning and overseeing the execution of the technology strategy, as well as managing the day-to-day engineering activities. Additionally, the Vice President of Engineering will be responsible for the development of technology platforms and leveraging those technologies into new and existing markets through technical innovation and engineering best practices.

This position carries a high level of visibility within the company and offers the proven individual the opportunity to grow financially and professionally.

While well capitalized, the company is bringing new technologies and capabilities into a rapidly unfolding photonics market space of Optical Sensing, Optical Networking, Display Optics and Biophotonics. This type of challenge is a selling point for the right individual, who will appreciate the magnitude of the opportunity presented to them. Our client is looking for a passionate extremely creative individual that will thrive in this fast-paced environment and understands what it takes to become a world-class engineering organization.

The attached Position Profile will typically answer most of the first level questions anyone as about the opportunity.

Common Q&A:

Location: Dunedin, Florida
Compensation: Compensation offered is industry competitive with a compelling base salary and an attractive variable incentive plan
Industry: The client is in their third decade of developing optical sensing solutions. The company is global in scope and continues to be the world’s leader in solutions for optical sensing equipment
Ownership: The client company is a subsidiary of Halma p.l.c., a publicly traded company headquartered in the United Kingdom. Halma has grown to be an established FTSE 250 business and currently is comprised of approximately 40 subsidiary companies operating worldwide.
Reporting: The Vice President of Engineering reports directly to the President

If you know of a stellar candidate who aligns with this opportunity please forward the attached Position Profile to your colleague and they can then contact me directly. My complete contact information is on the last page of the Position Profile, as well as below. Alternatively, you can contact me with their name or send me their name via e-mail and I will reach out to them. Certainly, all communications will be held in the strictest of confidence and conducted with the utmost professionalism.

This is a great career opportunity for the person who aligns with the position specification and is a good fit with the company culture.

Thank you for any attention you give to this and perhaps you may know of an individual/s who will be interested.
Regards,

Tony Sanders

Managing Principal
Impact Executive Search
e: tsanders@impactexecsearch.net
www.impactexecsearch.net
Office: 616.643.8444
Mobile: 616.723.2202
POSITION PROFILE

Vice President of Engineering

April, 2012
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COMPANY OVERVIEW

Ocean Optics is the world leader in solutions for optical sensing. Ocean Optics enables diverse applications in medical and biological research, environmental monitoring, life science, science education and entertainment lighting and display. Ocean Optics’ extensive line of complementary technologies includes spectrometers, chemical sensors, metrology instrumentation, optical fibers and thin films and optics. Recognized as the inventor of miniature fiber optic spectroscopy, Ocean Optics has sold over 175,000 spectrometers worldwide since 1992.

Background
Ocean Optics began in 1989, when University of South Florida researchers developed a fiber optic pH sensor as part of an instrument designed to study the role of the oceans in global warming. They soon formed Ocean Optics, Inc., and their ingenious work earned a Small Business Innovation Research (SBIR) grant from the U.S. Department of Energy. While designing the pH-monitoring instrument, the researchers wanted to incorporate with their sensor a spectrometer small enough to fit onto a buoy and were surprised to discover none existed. So, they built their own. In 1992, the founders of Ocean Optics filled a substantial need in the research community and changed the science of spectroscopy forever by creating a breakthrough technology: a miniature fiber optic spectrometer nearly 1,000 times smaller at 1/10 the cost of previous systems.

By April 1992, just 30 days after the successful completion of Phase II of the SBIR grant, Ocean Optics, Inc. introduced the S1000 -- "The World's First Miniature Fiber Optic Spectrometer." As a result of the dramatic reduction in size and cost of optical sensing systems, applications once deemed too costly or technologically impractical using conventional spectrometers were not only feasible, but practical.

Now almost 20 years later, Ocean Optics has placed almost 175,000 systems worldwide and has enabled thousands of different applications -- from cancer detection and color matching to plasma monitoring and particle size analysis. Ocean Optics’ systems have been used everywhere from in vivo to the ocean floor; on the Mars Rover and the Mir space station; and in Florida’s orange groves and South America’s rain forests.

Markets Served
Ocean Optics has developed a diversified set of manufacturing arts that are essential to components in four key photonics segments: Optical Sensing, Optical Networking, Display Optics and Biophotonics. Primary markets include consumer electronics, process control, environmental monitoring, life sciences and medical diagnostics.

Worldwide Locations
Ocean Optics world headquarters is in Dunedin, Florida with six locations around the globe and nearly 50 worldwide distributors. Four of Ocean Optics locations are Sales, Service & Support Facilities; one in Dunedin, Florida, two are in Europe and one in China. In addition, Ocean Optics has two manufacturing facilities, both of which are located in Florida.
Parent Company – Halma p.l.c.
Ocean Optics is a subsidiary of Halma p.l.c., a publicly traded company headquartered in the United Kingdom. Halma has grown to be an established FTSE 250 business and currently comprises just under 40 subsidiary companies operating worldwide. Today, Halma’s technology centres on sensors, its markets are primarily the protection of human and capital assets, and the Group continues to grow through organic expansion and acquisition.

Each business has a full team of executive directors and is chaired by a Halma Executive Board member. They report to a small head office team that is responsible for Group strategy, sets targets and priorities, provides financial resource and identifies opportunities for mutual advantage. The Group has an outstanding record of retaining its successful executives and draws most of its senior management from its most effective operational leaders.

II. POSITION DESCRIPTION

Reporting Relationships
The Vice President of Engineering will report directly to the President. A simplified organization chart shows direct reporting managers in Central Engineering and Sensors and dotted line matrix relationships with OEM, Manufacturing and Regional Engineering Managers. Positions in blue are members of the Ocean Optics Board (Steck, Creasey and Caneda are board associates)
Experience, Qualifications and Education

The Vice President of Engineering will have the following profile: An accomplished business and technology leader with a passion for developing products that are industry leading, cost effective to manufacture, commercially successful, are aligned with the needs of customers and anticipate future industry and market needs. The individual must possess the requisite skills to continue upgrading current engineering practices to foster a rapid, disciplined, cost effective approach to the product development process and to ensure that the engineering and manufacturing engineering department has the talent, skills and tools necessary to improve.

The preferred candidate will have 10+ years of relevant work experience in Engineering/R&D with at least 7 years in an engineering management role. A product development background in electro-optical and/or electro-mechanical equipment is highly desirable. A Masters degree in Electrical Engineering, Mechanical Engineering, Chemical Engineering or Physics is required, as well as extensive software engineering experience. Having received an advanced engineering degree, MBA, or PhD in one of the physical sciences, will be considered a plus.

Having past experience and responsibility for managing an operations/manufacturing, procurement, quality, logistics and manufacturing engineering organization, as well as a desire to do so going forward will be considered a real plus.

Basic Position Purpose and Responsibilities

The Vice President of Engineering in conjunction with the leadership team will develop the company’s technology strategy that aligns and supports the global growth strategy. The Vice President of Engineering will have direct responsibility for planning and overseeing the execution of the technology strategy, as well as managing the day-to-day engineering activities. Additionally, the Vice President of Engineering will be responsible for the development of technology platforms and leveraging those technologies into new and existing markets through technical innovation and engineering best practices. Above and beyond the standard duties listed above, the Vice President of Engineering has two overarching responsibilities; to represent the best interests of the entire technical staff as a member of the Board of Directors and to focus on the professional and personal development of all engineers and scientists within Ocean Optics.

The essential job responsibilities and accountabilities for the Vice President of Engineering will be the following:

Functional Engineering Leadership Responsibilities:

- Plans and formulates engineering programs and prioritizes activities to meet various project requirements. Directs, coordinates and exercises functional authority to plan, control, integrate and complete engineering projects within area of responsibility.

- Develop and administer project development control processes for all proposed, active, and approved engineering projects, ensuring that engineering resources are efficiently utilized and schedules met.
• Provides guidance and direction to the product engineering functions, including technical design, process methods, measurement methods, and analysis. Reviews product design for compliance with engineering codes, company standards, governmental requirements, and other customer specifications.

• Directs activities concerned with technical developments, scheduling and resolving engineering problems. Provides technical liaison services and expertise among management, operations, sales, marketing and customers when and where required.

• Through direct reports, oversee the Engineering product platform designs and technology developments, and documentation activities for Ocean Optics portfolio of products.

• Responsible for the engineering computer hardware and software platforms and CAD/CAM systems.

• Evaluates all new products and product redesigns for proprietary protection opportunities in terms of patents, copyrights, trademarks, licensees etc. Oversee Ocean Optics intellectual property activities and portfolio protection with outside counsel.

• Responsible for preparing and controlling the annual operating budget for the engineering and manufacturing engineering department.

• Develop an engineering dashboard/operating metrics and periodically report on status to established goals and schedules.

• Responsible for the technical training and development of engineering personnel, as well as projecting future staffing needs. Provides the leadership, motivation and performance management of direct reports.

• Maintain a professional awareness of any technical regulatory requirements for Ocean Optics products in order to function as a resource for initiating changes to established products and/or recommending the research and development of new products.

• Develop and maintain a competitor monitoring and evaluation system to ensure detailed knowledge of their strategic direction and innovation.

• Identifies and investigates potential disruptive technology breakthroughs.

• Maintain frequent contact with marketing, sales, operations, and customers to review engineering and business related matters (e.g., design questions, performance problems, commitments) and to participate in product presentations and customer meetings.

• Responsible for leading all efforts associated with engineering best practices.

• Promote an environment of open communications between functional groups to ensure the effective utilization of talents, resources and product deliverables.
• Work in conjunction with Marketing in screening of business opportunities that may advance to the product development stage.

**Personal Traits and Professional Attributes**

The qualified candidate will have a personal style and skill set, which includes the following traits and attributes:

• Possesses sound engineering problem solving and analytical skills, team building, coaching, mentoring and motivation skills.

• A demonstrated ability to work cross-functionally within the company, as well as with customers, distributors and outside constituents.

• A demonstrated ability to work well under pressure, thrives in a fast pace environment and can manage multiple projects simultaneously.

• A visionary who understands the big picture, who can think strategically and act tactically. Is grounded in quantitative and qualitative analysis.

• Proven ability to prioritize and develop and implement strategic plans.

• Self – Starter with a reputation as a “can do – get the job done” personality with superb motivational skills to encourage contribution and involvement from of others.

• A team builder and excellent communicator who presents ideas in a fashion where “Buy In” is readily achieved.

• Strongly grounded and at ease working in a technology-driven engineering environment.

• Outstanding presentation skills, strong competence in preparing and presenting business direction, strategies, products, services, and capabilities.

• Embraces a style of accountability, continuous improvement and acts with a sense of urgency.

• Superior project skills that encompass multiple projects with multiple stakeholders.

• Periodic travel required throughout the regions in which the company operates.

• Unquestionable integrity and honesty. No personal agendas.

**Other preferred and emphasized qualifications include:**

• Make-up embodies hiring “A-Players” and coaching an engineering organization to become a world-class performing team
Is directly in touch with the day-to-day activities and realities of the engineering team and recognizes when to remove obstacles that potentially impede the engineering team’s tactical and strategic success.

Possesses the technical and business acumen to uniquely apply technologies and capabilities to high-impact client opportunities derived from a sound understanding of engineering core competencies and capabilities.

Ability to communicate with executives up to the parent company level, is able to discuss the marketplace and technology, is able to articulate compelling value propositions for customers and their associated business impact.

Ability to work and thrive in a functional organization, work across geographical regions and diverse cultures.

Ability to assess sound technical innovations and drive them to profitable deliverables.

**Compensation and Benefits**

The compensation package will consist of an attractive and competitive market based salary, which will be determined, in part, by the successful candidate’s level of engineering experience. In addition, the successful candidate will participate in a management incentive program which is based on the achievement of specific individual and/or corporate key result areas.

Ocean Optics provides employees and their families with a comprehensive benefits package. The package includes some of the following:

- Group Medical/Dental/Vision Insurance
- Group Life Insurance
- PTO
- Short and Long-term Disability Coverage
- Employee Investment Plans / 401(k) w/ match
- Education Reimbursement (up to $2500 per calendar year)
- Paid Vacations and Holidays
- Direct Deposit
- Flexible Spending Accounts
- Tuition Reimbursement
- HEDP (Halma Executive Development Program)

**The Opportunity**

The position will provide the talented professional with the opportunity to shape the future direction of the company’s technology strategies and evolution of the next generation engineering platforms. This position requires the ideal candidate to be located in the greater Dunedin, Florida area. The ideal candidate must be very comfortable with the risks and rewards of a growing global company. While well capitalized, the Ocean Optics Company is bringing new technologies and capabilities into a rapidly unfolding optical sensing market space. This type of challenge is a
selling point for the right individual, who will appreciate the magnitude of the opportunity presented to them. Ocean Optics is looking for a passionate extremely creative individual that will thrive in this fast paced environment and understands what it takes to become a world-class engineering organization.

The dynamic nature of Ocean Optics organic growth and potential acquisitions, demands that this person have the flexibility to adapt to change, push their own personal and professional limits and the judgment and experience to know which course to pursue. The position carries a high level of visibility within the company, offers the proven individual the opportunity to grow financially and professionally.

III. Contact Information

We respect the need for confidentiality on all information supplied to us by interested individuals and assure that we will not discuss this information with anyone, without prior consent. For additional information on this search please contact:

Tony Sanders, Managing Principal
Impact Executive Search
6160 Songbird LN. S.E.
Grand Rapids, Michigan 49512
Office (616) 643-8444
Mobile: (616) 723-2202

Email: tsanders@impactexecsearch.net
www.impactexecsearch.net