
Bowtech, Inc.

90554 Highway 99 North
Eugene, OR 97402

888.689.1289

bowtecharchery.com

Information Technology Director

To Apply:

To be considered for this important position within our company, please send your resume to patti@excaliburcrossbow.com with subject line "IT Director".

Company Profile:

Bowtech, Inc., is a widely recognized archery products leader that uses innovative technology and design to manufacture and market high quality archery products in the US and Canada. Our products are sold at major sporting goods retailers as well as more than 1,000 independent dealers in the US, Canada and by select international distributors. Bowtech, Inc. is owned by Norwest Equity Partners, a leading middle market private equity firm.

Position Overview:

Lead and manage the IT team to define and meet Bowtech's information systems requirements. Business-minded leader, who partners with other functional leaders to enable the achievement of near term and long term business goals. Candidates may reside in either Eugene, Oregon or the Kitchener, Ontario area.

Responsibilities:

- Plans, leads and manages the IT function through internal and external resources to ensure that capacity and requisite skills are aligned with functional initiatives and company goals.
- Oversee and direct the evaluation, recommendation, procurement, installation, and support of all computer hardware and software.
- Direct the design, construction, implementation, and support of developed software, if/when packaged software is inadequate.
- Accountable for the reliability and security of Bowtech's information systems through external partners.
- IT Strategic Planning: Partner with CFO and external IT architecture consultant(s) to develop future state architecture and implementation plan that meets business needs and financial goals.
- Transformational Leadership: Partner with CFO and external IT architecture consultant(s) to identify requirements, external service and development partners and software/system options for future state ERP, data warehouse, CRM, EDI, e-commerce, and business reporting and analysis capabilities. Identify change management needs, implementation risks and partner with leadership team to develop contingency and risk management plans.
- Understand and gather business requirements and ensure alignment of IT with business needs by participating in cross-functional business teams and department meetings. Capture, document and improve business / work processes as needed.
- Capture and continuously improve work/business processes through automation and clear data integrity practices.
- Select and manage external partners to ensure optimal service and effective execution.



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Experience and Technical Criteria

- Must have thorough understanding of IT Concepts and Technologies including the application development process, the capabilities/deficiencies of the different technologies used to implement the applications, and IT Operations (Response time/Throughput, Backup, Daily Batch Processing, etc.).
- Must have led ERP implementation for multi-site business(es), using middle market ERP systems such as Microsoft or Sage. Experience with Microsoft , Visual Studio.net, Microsoft SQL along with business intelligence design and development.
- Must have at least 5 years manufacturing company experience and strong order to cash process experience. Experience in consumer products industry is preferred.
- Must have 10+ years' experience in structured system analysis, design, development, testing, and documentation with a minimum of 5 years in IT leadership roles.
- Acquisition integration experience preferred.
- E-commerce (B2B, B2C, and EDI) experience is a plus.

Education:

Bachelor's degree in computer science or related field; MBA desired.

Skills:

- Strong communication skills; demonstrated ability to motivate and champion enterprise level projects and initiatives.
- Team leadership skills; lead functional IT team and cross-functional project teams to execute the IT vision.
- Business acumen-strong business analysis and judgment, ability to understand cost/value equations.
- Planning and organizing skills – analyze situation, develop plan and budget to produce desired results.
- Excellent problem solving skills- Ability to spot and correct problems before they surface.
- People management skills –Correctly assess strengths and development needs of employees and develop plans for improvement. Recognize and reward excellence.
- Business process and data flow design, documentation and improvement.
- In-depth knowledge of IT hardware/software applications, methodologies and trends.
- Demonstrated ability to manage multiple and complex projects-excellent project management skills.

Position Compensation & Benefits:

Bowtech offers an excellent benefits package, competitive compensation, a casual & flexible work environment, and a competitive passion for bringing innovative, high quality archery product to our customers and consumers.

Bowtech is an Equal Opportunity Employer.

