

**TITLE:** Harken New Zealand Managing Director  
**REPORTS TO:** Harken Inc. CEO  
**BASED AT:** Harken New Zealand - Auckland  
**CONTRACT:** Open ended

Harken, Inc. is a leading manufacturer and distributor of innovative sailboat hardware and accessories for over 50 years. We also translate our capabilities into high-performance products for industrial and safety and rescue markets. Headquartered in Pewaukee, WI, USA, Harken manufactures in the USA and Italy. Harken's network includes offices in 48 countries and eight international subsidiaries located in Australia, France, Italy, The Netherlands, New Zealand, Poland, Sweden and the United Kingdom. Harken is seeking a leader for its New Zealand subsidiary located in Auckland.

Harken New Zealand/Fosters Ship Chandlery, a stalwart of marine supplies in NZ for the last 113 years, recently opened its new 477 square meter facility in Westhaven Marine Village. Harken is seeking an experienced Managing Director for this challenging role who will focus on sales and market development, executional excellence and leading an expert team focused on continuing the strong reputation Harken has in the region.

#### **Key Accountabilities & Authority**

In this role, you will have full P&L responsibility for Harken New Zealand/Fosters Ship Chandlery. You will develop and execute long range vision, 3- year and 1- year strategic business plans in alignment with the Company's global strategy as set by global company leadership.

You will manage the business utilizing strategy, strong financial analysis, planning, budgeting, reporting and communication skills in compliance with local regulations, global business guidelines and in alignment with Harken's strategic direction.

As the business development leader in the local market you will form close relationships with critical customers and grow sales in core markets (OEM, Aftermarket, Custom, Industrial and Retail). You will also work with global channel managers when appropriate to drive sales. You will set and manage retail and wholesale pricing to be globally competitive. You will develop awareness of the competitive landscape, opportunities for expansion and know your customers, markets, industry developments and standards to maximize sales and service.

You will motivate and facilitate success for an average of 12 associates working in the trade and retail business, with scaling staff levels based on seasonality, while maximising their potential for the company benefit.

You will manage all aspects of the business and business processes; domestic and international supply chain management, inventory management, IT, Administration, Facilities, and Human Resources.

You'll be measured and rewarded using a Key Performance Indicator (KPI) matrix of financial KPIs including revenue, gross margin and gross margin percentage, overhead and expense and EBITDA along with monthly reporting on areas critical to your business; financials, sales and the development of your team.

#### **POSITION REQUIREMENTS/KNOWLEDGE:**

- Minimum of 10 years' experience as a Director or Manager
- Proven track record with results in company management
- Strong background in sales growth methods and sales management in core markets (marine and Safety / Rescue)
- Product technical knowledge and ability to learn
- Strong local credibility as an ethical and effective leader

- Experienced in budget planning & financial reporting
- Experienced with effective people management and team building

**SKILLS**

- Strategic Planning and Execution
- Business Development
- Cost and Financial Awareness
- Leadership through Inspiring and Motivating Others
- People Management
- Decision making and problem solving
- Communication

**APPLICATION REQUIREMENTS:**

Please submit your resume via email to: [Job@harken.it](mailto:Job@harken.it) with " Harken New Zealand Managing Director" in the subject line.