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**Our Client**

Name: **CHG, Inc.**  
Address: 1890 Swarthmore Avenue  
Lakewood, New Jersey 08701-4530

**Hiring Authorities**

Chief Executive Officer, Tom Carr

Company Web Site: [www.componenthardware.com](http://www.componenthardware.com)  
Investors Site: [www.libertypartners.com](http://www.libertypartners.com)

**The Company**



CHG is a manufacturer and distributor of plumbing and specialty hardware components to the Foodservice, Institutional, and Commercial markets. Celebrating its 27th year in business in 2008, CHG is dedicated to quality and service. The Encore, Regal Ride, Top Line, Saniguard Antimicrobial Plumbing, Drain Master and QuikWash trademark names anchor the company's product offerings to end markets such as restaurants, hospitals, schools, prisons and nursing homes.

In 1981, Component Hardware Group was formed by a gathering of experienced specialists from the commercial foodservice hardware industry. Since then the Company has been providing a high-quality line of specialty components for foodservice equipment manufacturers. Today, CHG's products are used by virtually everyone in the industry throughout the entire world.

CHG is dedicated to new product innovation, exceptional product quality and outstanding performance for our customers. With more than 8,000 individual items stocked in multiple distribution centers totaling more than 250,000 square feet throughout the world, inventory selection and availability is exceptional.

In 2006, CHG became part of the Liberty Partners portfolio and committed to an aggressive growth plan. As part of the growth strategy, CHG is buying back its joint venture operation in Almere, The Netherlands from Vobema, B.V. and establishing its own operation in Europe. The Company expects that this new division will grow rapidly, continue to provide product and service to its existing clients, while broadening its client base and the product offering throughout Europe.

This acquisition has created the need for a senior manager in Europe.

<p><b>Job Description</b></p>	<p><b>Position Title:</b> Managing Director, Head of Europe</p> <p><b>Reporting to:</b> Chief Executive Officer</p> <p><b>Area of Responsibility:</b> Continental Europe, The MD will have an inventory and warehouse manager, inside and outside sales persons, finance and control professional, and some administrative assistance; total staff of less than 10. Staff growth will be paced with achievement of business goals.</p> <p><b>Position Responsibilities:</b>  The Managing Director, Head of Europe, while reporting to the CEO and contributing to the overall global strategy of the Company, will manage the staff, facilities, and relationships associated with European business. This MD will develop the organization and lead sales, marketing and operations, directing all aspects of the regional business. The MD will be responsible for the attainment of predetermined performance goals including profit and loss, and will direct the development of the European organization to ensure that this piece of the company is aligned with the global objectives of the Corporation and compliant with corporate governance standards. Additional responsibilities are as follows:</p> <ol style="list-style-type: none"> <li>1. Reporting to the CEO, participate in key corporate planning issues and major business decisions, and make recommendations on the strategic direction of the firm. <ul style="list-style-type: none"> <li>• Keep the CEO informed about business activities, potential threats, opportunities, and recommended actions.</li> <li>• Determine resource needs for the European organization.</li> <li>• Be actively involved with the management team.</li> </ul> </li> <li>2. Manage the growth and profitability of the European Business <ul style="list-style-type: none"> <li>• Maintain the acquired business;</li> <li>• Oversee and participate in the marketing and sales process in Europe;</li> <li>• Pursue an aggressive marketing and sales strategy along multiple channels within the Food Services industry.</li> <li>• Manage the planned budget of the operation; eventually establish and manage the regional P/L;</li> <li>• Transition to an independent facility.</li> </ul> </li> <li>3. Shape and develop team strategy, business organization and reporting lines within this segment of the company. <ul style="list-style-type: none"> <li>• Identify opportunities and potential risks;</li> <li>• Empower workers to succeed;</li> <li>• Ensure proper accountability.</li> </ul> </li> <li>4. Oversee Marketing, Sales, Distribution, Manufacturing, Finance and Legal functions within the European operations. <ul style="list-style-type: none"> <li>• Keep the CEO informed of the company's progress in meeting its goals;</li> <li>• Ensure coordination with North American counterparts.</li> </ul> </li> </ol>
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5. Set performance goals that are tailored to each department and compatible with the corporate objectives.
  - Develop operational goals and specific performance metrics for the business unit that are aggressive, realistic, and tied to long-term goals.
  - Assure that compensation plans are tied to these metrics and tailored toward meeting the operational objectives of the company.
  
6. Monitor team performance against performance goals to ensure that progress is being made and corrective action, if necessary, is taken.
  - Ensure goals and objectives are met.
  
7. Lead programs to build organizational capabilities.
  - Develop a group of well-rounded, capable professionals.
  - Assure the existence of effective programs to build and maintain critical core competencies and organizational values.
  - Ensure the Company meets all legal and compliance objectives and that an effective program of continuous education and monitoring is in place.
  - Working with the CFO and the CEO, ensure that the regional organization's capital requirements are defined and met.
  - Establish regionally specific methods consistent with the local markets - build a regional product process.

**Qualifications:**

The candidate for the MD, Europe must have a well-defined set of leadership values and principles that are readily articulated and demonstrated in their past record. This MD needs to understand all aspects of industrial products operations intimately and be especially skillful at the marketing and sales aspects of the sector.

The ideal candidate will have successful management experiences, preferably as a top manager or comparable in the industrial products sector. Experience as a leader of business units is also a prerequisite. Our ideal candidate will minimally possess an undergraduate degree with an advanced graduate degree (MBA or equivalent). He/she should have a minimum of 10-12 years of line experience and 2-3 years in the management of industrial organizations or functions, including responsibility for marketing and sales, operations, general management, planning, finance, and staffing. The successful candidate should have a track record demonstrating the experience and judgment to plan and accomplish goals. He/she should have performed a variety of tasks, leading and directing the work of others, demonstrating a wide degree of creativity and latitude.

We seek a track record of operational success, coupled with strong management acumen. The candidate must have a track record of hiring

	<p>and developing a strong professional staff. Additional key qualifications include:</p> <ul style="list-style-type: none"> <li>• Solid working knowledge of the Food Services Sector.</li> <li>• Education or work experience in an engineering science.</li> </ul> <p><b>Personal Skills/Attributes:</b>  Personal qualities important for success at the company include the ability to lead, plan and manage change with high integrity and a take-charge personality. Our ideal executive must be a team player, with strong European business connections. Excellent communication skills are a must. The ideal person will be a highly trained and intelligent, disciplined, energetic and ethical individual who has strong leadership skills. A capacity to foster a team-oriented approach and to instill a customer-driven mentality is essential. This person must be an action-oriented executive who is committed to meeting demanding financial objectives.</p>
<b>Compensation</b>	<p>Annual Base Salary: \$175,000/ 110-130,000 Euros  Annual Cash Bonus: 20-25%, Based upon achieving agreed upon goals and objectives.  Equity: Ownership in options or equivalent rights.  Health and Life Benefits  Pension Contribution  Car</p>
<b>Why is this a compelling opportunity?</b>	<ul style="list-style-type: none"> <li>• Effectively a regional CEO of a \$5 MM high-growth company.</li> <li>• A start-up with the advantage of existing customers, products and the backing of a substantial parent.</li> <li>• Immediate opportunity to have impact.</li> <li>• Private Equity ownership implies a wealth building opportunity;</li> </ul>
<b>Interview Process</b>	<p>1) Phone Interviews with Z Resource Group;  2) Presentation of candidates' backgrounds and compatibility check with CHG, inc.;  3 Green light for face-to-face interviews  4) If both parties desire to move forward, then Z Score Assessment will be completed (on line assessment process requiring 90 minutes);  5) Face-to-face interviews with CHG, Inc. and Liberty Partners;  6) Offer, acceptance and start;  <u><b>Z Resource Group Contact Information</b></u>  <a href="http://www.zrgroup.com">www.zrgroup.com</a></p> <p>David Hart, Managing Director  Office: 917-903-1423  E-Mail: <a href="mailto:dhart@zrgroup.com">dhart@zrgroup.com</a></p> <p>Ken Lubin, Senior Consultant  ZRG Inc  Office: 508-366-5800 Ext 219  E-Mail: <a href="mailto:klubin@zrgroup.com">klubin@zrgroup.com</a></p>