



旅美中国科学家工程师专业人士协会  
Association of Chinese-American Scientists and Engineers

## COMPANY BACKGROUND [www.victaulic.com](http://www.victaulic.com)



**Victaulic** is the world leader in “grooved” mechanical pipe joining systems and was founded on innovation in 1925. Known worldwide as the company where innovation and solutions “join” together, a radically new concept was introduced into the piping industry: grooved pipe ends.

Developed during World War I as a way to quickly deploy fuel and water lines to Allied forces, this innovative coupling became known as the “victory joint”. After the war, as the company shifted its focus to the commercial piping industry, the name became **Victaulic**, which is a combination of “victory” and “hydraulics”. Nearly a century later, the ability to create innovative solutions for unique challenges still marks the **Victaulic** approach.

The **Victaulic** name is synonymous with excellence in quality, dependability and customer service. An intense focus on research and development, along with continuously modernized production facilities, has resulted in **Victaulic**, meeting the ever-changing needs of the marketplace. Today **Victaulic** piping systems solutions can be found at work the world over – in small to large commercial and industrial HVAC and fire protection system applications, safely moving large volumes of wet and dry mediums in industrial process piping, oilfield and mining operations, as well as municipal water and wastewater treatment plants.

All around the world, **Victaulic** systems have been proven to dramatically reduce installation time, provide significant savings in total installed cost, and offer complete, start-to-finish solutions to challenging projects. Look inside many of the world’s most challenging projects, and you’ll find **Victaulic** solutions at work: making bold design, innovations possible, speeding time to completion, allowing for unpredictable seismic movements and setting the stage for easy scalability. For more than 80 years, **Victaulic** has been delivering innovative solutions for a demanding world.

As a privately held company, **Victaulic** focuses on investing in the business for continued and future growth. **Victaulic** is not subjected to the pressures that public companies face to meet Wall Street’s stock performance expectations. **Victaulic** is focused on investment for continued growth of people, facilities and technologies.

**Victaulic** employs approximately 4,000 people worldwide with its world headquarters located in Easton, Pennsylvania, USA. Customers are supported through the regional headquarters as well as through manufacturing facilities, distribution centers and sales offices located around the world. **Victaulic** manufacturing and distribution facilities are located in the United States, Canada, Europe, the Middle East and Asia.

Regardless of the project location, **Victaulic** China HQ is located in Shanghai. Two factories in Dalian, one wholly owned with approx. 250 people, another joint venture factory with approx. 200 people. The products are mainly for Asia market.

### Stanton Chase International – Greater China

(A division of Xecutive Group Limited)

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## **POSITION AND CANDIDATE SPECIFICATIONS (2009) DRAFT**

Position Title: **Product Engineering Manager (Director)**  
Reports to: **EVP Chief Technical Officer, US and  
Vice President, Asia Pacific**  
Direct Subordinates: **3 – 5 (team to be developed)**  
Location: **Dalian, China**

### **Role and Function**

Manage local product engineering staff in completion of projects supporting **Victaulic's** corporate product development and sustaining engineering objectives. Serve as an internal consultant to management on technical matters (especially for the local market) and provide training to customers, prospective customers, sales representatives, technical support and sales support staffs regarding **Victaulic** product features, benefits and applications.

### **Key responsibilities**

1. Complete various projects necessary to sustain local manufacturing, sourcing and product development activities.
2. Serve as a **Victaulic** ambassador and representative on various technical committees.
3. Manage technical inquiries relative to **Victaulic** product features, determination and communicating how **Victaulic** solutions can be incorporated within the customer's system designs.
4. Investigate field installations as to product usage and performance. Report on findings as necessary.
5. Provide general support to sales organization including creating, organizing and conducting technical seminars.
6. Serve as an outside resource to **Victaulic** product development engineers, marketing, manufacturing and executive management on product issues, observations and latest trends, representing the customer's needs.
7. Provide product education/training to field sales and distribution in an accurate, concise method so they can convey product performance, limitations and alternatives to system designers, product specifiers, and product installers.
8. Specific policies and procedures have been established by the Engineering Department to provide for the security and accessibility of electronic data and confidential information.



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## **Candidate Specifications**

- Strong Mechanical Engineering technical background.
- Good presentation skills as well as training and coaching.
- Able to understand and analyze the problems and communicate clearly with product engineering team to improve the product
- Flexible and creative to deal with institutional organizations on certification authority issues. Be highly aware of the product market.

## **Characteristics of Candidate:**

- Be energetic, articulate, honest, motivating, objective, self-confident, persevering and open to feedback from all sources to improve product.
- Mature team management and team set up skill-sets.
- Be patient and smart, a good listener.

## **Core Competencies:**

- Integrity
- Organizational Commitment
- Leadership
- Troubleshooting/Problem Solving/Creativity
- Initiative/Motivation
- Flexibility
- Communication Skills – Verbal/Written/Cross functional communications
- Market awareness and sense
- Customer service attitude
- Time Management/ Project Management
- Teamwork
- Attention to details
- Decision-making/Judgment

## **Education**

BS in Mechanical Engineering

## **Experience**

- Minimum of 10 years experience in project management and product development in the mechanical technology field.
- Familiar with industry standards and practical experience dealing with institutional organizations to acquire the certifications



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## **Qualifications:**

1. Language Required: must be fluent in English and Chinese (Mandarin)
2. Leadership – ability to lead through influence in a matrix environment.
3. High customer orientation – recognition and credibility with the customer as a trusted, collaborative and productive partner. Excellent spoken and written communication skills. Understands what it takes to win in the market place.
4. Market knowledge – Ability to understand customer's problems and challenges to determine why or why not customers select to use a certain product, and develop methods to illustrate the benefits of a product to the customer.
5. Organizational and Time Management skills – exceptional planning and organizational skills. Detail oriented. Self directed to maximize use of time on highest priority issues.

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