



REVISION
MILITARY

MISSION CRITICAL EYEWEAR™

REVISION EYEWEAR JOB DESCRIPTION

Job Title: Vice President – Product & Development
Reports To: President
Location: Essex Junction, VT
Date: June 2, 2008

Revision Eyewear is a dynamic and rapidly growing company specializing in the design and manufacture of protective eyewear, with sales to direct government customers and a distributor network in 40+ countries.

Revision Eyewear has embraced all categories of military eyewear including spectacles that stand up to low-energy fragments, goggles which provide medium-energy ballistic threat as well as environmental protection and face shields that afford the highest level of protection. Revision's products are specifically designed for deployment in hostile environments and, for the international market, are often customized to reflect individual client requirements and preferences.

KEY FUNCTIONS

- Lead ongoing product development and research initiatives including new products, product optimization, technology integration, and basic research
- Capital planning and budget responsibility for department (approximately 10 reports and numerous external suppliers and partners)
- Coordinate internal resources (R&D, Engineering, Operations, and Sales) necessary to achieve rapid and efficient responses to business opportunities
- Highly involved in product planning, partnering opportunities and new business development
- To represent the engineering/technical departments and functions at the management committee level

SUCCESSFUL CANDIDATE WILL ACHIEVE THE FOLLOWING

- Build and maintain a high performance Product Development team that will consistently deliver new products and integrate applied research allowing the company to lead in its field
- Ensure on-time/on-budget delivery of product development and research initiatives
- Ensure Product Development and Quality Management systems are fully implemented and operating as necessary
- Work collaboratively with Operations team to ensure organized transfer from product development to manufacturing environment
- Work collaboratively with Sales & Marketing to achieve revenue goals, product launch requirements, and new business opportunities

VALUABLE ASSETS

- Small to mid-size business experience (\$20 - \$200 million revenue)
- First-hand experience and knowledge of personal protective equipment and/or optics and/or electronics
- Understanding and experience in development and maintenance of intellectual property including patents and trade secrets
- Familiarity with military research labs, government contracting, and technology licensing
- Personal military experience and/or familiarity with tactical/outdoor gear markets

REQUIREMENTS

- Masters degree in Engineering or Applied Sciences
- Minimum 15 years experience in Engineering, product development and R&D, preferably within military, consumer electronics and/or sporting goods product environments
- Highly energized leader with sense of urgency and desire to be the best
- Very strong and demonstrable managerial capability – with proof of having led product teams from initial concept to manufacturing stage
- Highly organized, results oriented, self-motivated and with ability to meet tight deadlines
- Strong understanding of the value of design and branding in building product equity
- Strong understanding of technical, industrial and/or military product standards and testing, compliance and certification procedures
- Highly computer literate, with excellent communication skills
- Familiarity with ISO environment and Quality Management Systems generally
- Must be available to travel on regular basis (approximately 25% of time)