



## Job Description

**Copperhead Industries** provides end-to-end solutions for precise location of underground utilities. Innovation, high quality and superior service make Copperhead the supplier of choice among utilities, municipalities and engineers specifying tracer wire systems in the natural gas/oil, water/sewer, and telecommunications markets. Copperhead Industries is an equal opportunity employer offering a comprehensive benefit package including employer-paid health, dental, and life insurance premiums (coverage begins immediately), profit sharing, 401K with employer match, paid time off, paid company holidays, tuition reimbursement program, additional voluntary insurance options, and company social events.

**Job Title:** Product Development Manager

**Location:** Monticello, MN

**Job Overview:** This position is the product champion for Copperhead and plays a key role in driving new product innovation for the company. The Product Development Manager will understand customer needs, industry and market trends, and Copperhead's core capabilities, and be able to spearhead the development of new products and product enhancements to meet those needs. Responsible for working with key industry partners, gathering insights, ideation, design, writing technical specifications, development, testing, and implementation of new products and product enhancements for the water/sewer, natural gas, and telecommunications utility construction markets. This position will be the technical expert for the Copperhead product portfolio that includes tracer wire and related system components.

### Responsibilities and Duties:

- Assess the market, competitive, and customer needs to drive both the development of commercial product requirements and product solutions
- Perform comprehensive assessment of competing technologies and new product concepts
- Work with a cross-functional team through the product innovation process as the technical product expert, with ownership of the design and development phases
- Intelligently drive a manufacturing plan including identifying component supply chain, internal/external fabrication assessment, and cost of goods optimization
- Select third party vendors, manufacturers, engineers, and suppliers for the design, engineering, development, and production of prototypes and new commercial products as part of the development process





- Assess performance through product testing and customer feedback to understand product related issues, then coordinate improvements through root-cause analysis and corrective action activities
- Optimize new products to optimize margins using sales forecasts to inform the product design and manufacturing plan
- Participate in technical issues reviews and provide recommendations
- Use 3D modeling software to create and maintain updated CAD drawings for all products and to create illustrations for the manufacturing processes
- Create and maintain user instructions
- Participate in design and process evaluations for existing products
- Create test plans and coordinate product testing using internal and external resources
- Create reports from the test data that demonstrate the design meets the established functional and performance requirements
- Communicate with stakeholders about project status including technical updates, cost estimates, timing, and schedule
- Direct the creation of intellectual property based on analysis of potential value
- Support manufacturing by performing process assessments, participating in cross-functional problem solving, and optimization of processes for efficiency

#### **Qualifications & Skills:**

- 3+ years product development/engineering experience (underground utility industry experience a plus)
- Bachelor's degree or equivalent work experience
- 3D modeling software experience preferred
- Proficient in product quality, new product development, and process improvement
- Creativity, critical-thinking, and listening skills
- Extensive technical/mechanical expertise required
- Excellent project management skills with ability to handle multiple projects at once
- Strong interpersonal and communication skills with ability to effectively explain design concepts, process improvement, and instructions with varying levels of internal employees and external partners
- Demonstrated drive for continuous improvement
- Good business sense
- Proficient with Microsoft Office applications

To apply, please send cover letter and resume to [jobs@copperheadwire.com](mailto:jobs@copperheadwire.com) or mail to Copperhead Industries, ATTN: HR, P.O. Box 1081, Monticello, MN 55362.

