



Jennings Executive Search:

VP of Pricing Strategy, Company.

Establish trust, build relationships, drive value



The Jennings Executive Take on The Role



Company in Numbers.

20,000

Associates globally

34,500+

Current SKUs across all brands

55

Distribution Facilities

Our Take on This Role.

We have been retained by Company Industries (Berkshire Hathaway Co.) to build out their newly created strategic pricing function. They are a \$6B flooring manufacturer located in Dalton, GA (30 minutes south of Chattanooga). We are looking for a VP with a track record of successful pricing leadership and transformation.

You will report to the newly appointed SVP of Pricing and Revenue, Herb (LinkedIn profile link). Herb has a background in product and brings a wealth of knowledge from his nearly 30 years with the Company Product Team. He will be a valuable asset as he is very well liked/respected throughout the organization. He has been a quick study on pricing and is looking for this person to lead them from a pricing strategy perspective. His leadership style is based on service and putting his people in the best positions for success.

The Sr. Leadership team is very much bought into the need to a significant and long-term pricing transformation. They have earmarked a LARGE budget for hiring a team, bringing on consultants and investing in technology. In addition, pricing now has ownership of sales incentives.

From an outside perspective, Company seems wholly invested in significant change. This is an excellent opportunity for someone who enjoys building a pricing organization from scratch to large scale. They have all the correct ingredients for a successful endeavor if paired with an excellent VP (large budget, headcount (8 to start), eagerness to invest in technology, sales incentive alignment, etc).

This person will be required to relocate to the beautiful north Georgia/south Tennessee mountains and be in office 3 days a week. Compensation is highly competitive with an executive level relocation package (Mid to high 200's Base plus 30%+ Bonus and Equity).

Company & Jennings Executive

Company Overview

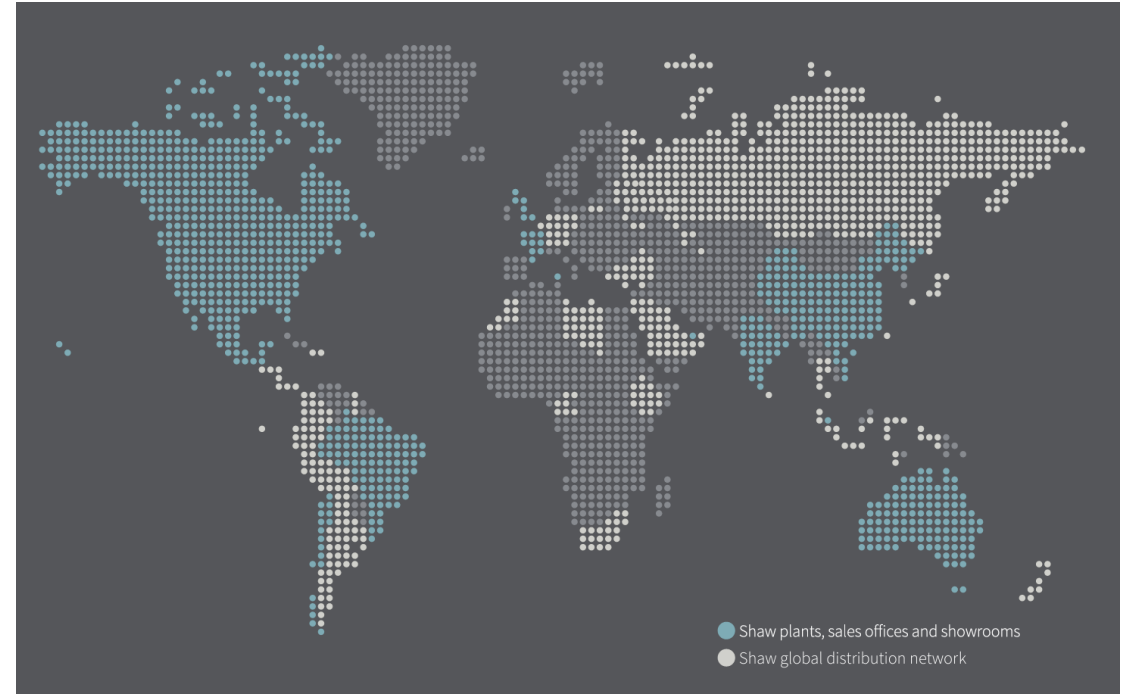
Company Industries Group (“Company”), a Berkshire Hathaway subsidiary, is a global frontrunner in flooring solutions with an extensive array of products that include carpet, resilient, hardwood, laminate, tile and stone, synthetic turf, and other specialty items.

Catering to both residential and commercial markets, Company ensures the delivery of diverse and innovative flooring through its rich portfolio of brands such as Anderson Tuftex, COREtec, Patcraft, Philadelphia Commercial, Company Contract, Company Floors, Company Sports Turf, Companygrass, and Southwest Greens, among others.

With an impressive annual revenue exceeding \$6 billion and a dedicated workforce of over 20,000 associates, Company’s expansive global presence is bolstered by salespeople and offices across the United States and in strategic locations around the world, including Australia, Belgium, Brazil, Canada, Chile, China, France, India, Mexico, Singapore, the United Arab Emirates, the United Kingdom, and Vietnam.

Company’s headquarters in Dalton, Georgia, stands at the heart of its operations, driving innovation, sustainability, and customer-centric service in the flooring industry. For a closer look at Company’s legacy of flooring quality and innovation, visit www.Companyinc.com.

Company Image



Company Industries' Global Impact and Workplace Excellence



Company Industries commands an impressive global presence, with over 20,000 associates and a robust network of 35 manufacturing and 55 distribution facilities. Their vast selection of 34,500 SKUs reflects the company's commitment to product diversity and innovation.

Celebrated for its workplace culture, Company has been recognized by Forbes in 2023 as one of the Best Employers for Diversity and for Women, alongside receiving the Best Employers by State award. These accolades, including several from industry authorities like the Halo Awards, highlight Company's dedication to creating a supportive and inclusive environment that's as dynamic as its market offerings.



Company Industries: VP of Pricing

Company Image



Job Description

Company is more than 20,000 associates worldwide bound together by a common vision to create a better future. By combining deep market knowledge with new ways of thinking, we drive innovation into our business and set the standard for next generation manufacturing. Company supplies carpet, resilient, hardwood, laminate, tile and stone flooring products and synthetic turf to residential and commercial markets worldwide. We are a wholly owned subsidiary of Berkshire Hathaway, Inc. Company is headquartered in Dalton, Ga., with salespeople and/or offices located throughout the U.S., Australia, Belgium, Brazil, Canada, Chile, China, India, Mexico, Singapore, United Arab Emirates and the United Kingdom.

Key Responsibilities

- Develop and execute pricing strategies for Company's portfolio of products, with the objective of maximizing sales and profitability
- Monitor pricing performance and recommend actions as needed to drive profitable growth
- Drive the implementation and adoption of processes, systems, and analytics capabilities to transform Company into a leading class pricing organization
- Lead and manage a cross-functional team, developing talent and empowering individuals to drive results and profitability

Competencies

- Demonstrate strategic influence
- Make effective decisions
- Demonstrate customer orientation
- Lead Change
- Build Trusting Relationships

Leadership Factors

- **Learning Agility**— Learns from experiences and mistakes; quickly assimilates new information; displays intellectual curiosity; possesses a range of interests.
- **Adaptability**— Expresses “can do” attitude; embraces change; adjusts readily to new situations/people; balances multiple and competing demands
- **Conceptual Thinking**— Thinks in broad/conceptual terms; sees issues from new perspectives; understands how components come together; demonstrates expansive thinking to resolve problems.
- **Navigates Ambiguity**—Sees in “shades of gray”; simplifies the complex; responds effectively to unclear situations; maintains confidence despite ambiguity.