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## *Job Description*

### **Who we are:**

We are a business thriving through innovation and engineering. We design, manufacture, and distribute high quality, beautiful door hardware for commercial and high-end residential markets in North America.

We strive to be the best and are always willing to go above and beyond for our customers. We are creative problem solvers that sets goals and hold ourselves and our team members accountable to them. We have a high moral standard and do the right thing. We work together, support one another, and make others great. We consistently show strong support for a common belief, vision, and mission, while remaining loyal. And we are always seeking for smarter ways to do things better, more efficient and are willing to think outside the box to be leaders in innovation.

These beliefs form our core values: winning, accountable, integrity, collaborative, loyal and smart. We hope they will be yours as well.

### **Who Are You?**

An expert in mechanical/electronic/building product development leadership with an intuitively strategic mindset who will oversee development and determine product priorities.

The Product Manager will provide leadership, process improvement expertise, exemplary teamwork and proven business skills to lead in research, product concept, design, development, testing, and deployment. Using your technical background to evaluate solutions while prioritizing user needs, you will develop a strategic marketing plan and be responsible for leading a team to execute the product pipeline, from vision to commercialization.

You will drive the product direction, manage implementation of the product development cycles and ensure the success of the product in the market. You will be responsible for collaborating with Research and Development to develop product and solution roadmaps for identifying new opportunities for future growth. You will also be responsible for finding and collaborating with commercialization partners in content marketing and events to drive successful market adoption and growth of services.

Working alongside multiple departments including Engineering, Business Development, and Marketing, you must be able to communicate across teams with precision and implement product strategy with ease; execution is second nature to you. Balancing creativity with analytical decision making, you are highly organized and driven by the desire to create exceptional customer experiences that both inspire and improve lives.

### **KEY RESPONSIBILITIES:**

- Collaborate with design and development teams to identify, define, plan, and execute on improvements, new features, and new Innox products
- Firm understanding of UL/BHMA standards in the door hardware industry
- Conduct industry research to understand user problems and identify and define solutions with approval from stakeholders, breaking down projects into clear tasks.
- Own and execute product and feature requirements, and thoroughly document them through proper SOW (Statement of Work) for Innox's designers and engineers.
- Collaborate with Innox's Marketing team on market research, user interviews, and more.
- Participate in bi-weekly product/marketing (PROM) meetings, iteration and technical planning meetings with overseas team...may require some evening
- Work closely with product designers on mock ups
- Work with developers to answer questions and ensure that feature implementations meet the needs of the users

- Provide release notes to sales, marketing, support, and customer success prior to each release
- Manages assigned product line life cycle from strategic planning to tactical activities.
- Specifies market requirements for current and future products by conducting market research supported by on-going visits to customers and non-customers.
- Develops and implements go-to-market plan, working with all departments to execute.
- Ensure all products are thoroughly tested to industry standards internally and externally with approved and accredited testing bodies.

## **QUALIFICATIONS**

- 5+ years of experience as a product manager with one employer-required
- Bachelor required/MBA-preferred
- Experience within the door hardware and/or access control industry-preferred
- Speak/Read/Write Mandarin major plus
- Experience from previous roles within marketing, product development, product management, technology implementation or other relevant areas
- Experience conducting market research, defining user needs, product specifications and writing statements of work (SOW's)
- Able to own product roadmap, including quarterly planning, sprint planning, product requirement documents, user stories, etc.
- Excellent communication & presentation skills and ability to work cross-functionally with a distributed team across Engineering, Design, Customer Success, Marketing and Business Development
- Proficiency with PC-based office computers, intermediate to expert level user in Microsoft Word, Excel, PowerPoint, and Outlook and ERP systems (Salesforce, NetSuite, Etc.) required...experience with Solidworks a plus

## **Salary and Benefits**

- \$70,000.00 - \$90,000.00 Per Year DOE
- Bonus Program
- 401(k) w/matching
- Medical, Dental, Vision
- Holiday and PTO
- Relocation Assistance



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