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McNamee-Lamb & Associates is an Executive Search and Human Resource consulting organization with direct executive level experience in the Manufacturing and Distribution, Banking, Financial Services and Insurance, Consumer Products and not-for-profit sectors. We strive to provide outstanding, high quality service to our clients and candidates who we represent in the sourcing, screening and final selection process. We know the importance of getting the “right fit” for both clients and candidates to be engaged in a successful and prosperous relationship. [www.mcnameelamb.com](http://www.mcnameelamb.com)

**POSITION TITLE:** GENERAL MANAGER  
ENVIRONMENT & CLEAN ENERGY SOLUTIONS

**JOB CATEGORY:** EXECUTIVE  
TECHNICAL SALES / MARKETING

**INDUSTRY:** SOLAR ENERGY / ELECTRONICS / HVAC

**LOCATION:** WOODBRIDGE, ONTARIO

**DATE:** February 16, 2010

**EXPERIENCE:** In order to be **COMPETITIVE** for this position, you must have:

- Successful, proven track record and background of developing strategies for emerging markets as well as for established, highly competitive mature markets
- Proven Sales & Marketing results executed from a solid strategic plan and market analysis with exceptionally strong communication skills
- Sound knowledge and understanding with 10+ years of experience in a sales & marketing environment along with familiarity of industry quality standards and practices with a solid track record of growth – preferably in the energy management, renewable energy, HVAC or related electronic industries
- Track record of success in a competitive technical environment
- Ability to be hands on while always thinking strategically
- Ability to build relationships, earn trust and confidence of key stakeholders, regulators and customers
- Ability to lead and effectively mentor a team of sales management and support staff
- Demonstrated experience in achieving consistent, solid financial and sales results
- Knowledge of government programs related to alternative energy solutions i.e. OPA’s FIT (Feed-in Tariff) program



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- Strong personal computer skills including Microsoft Office and ideally, familiar with SAP

#### **POSITION DESCRIPTION:**

Our Client's North American Group, market an extensive line of commercial products geared for industrial or business use, consumer and residential. These include LCD Projectors, Consumer Products, Transcribing Equipment, Security Video Systems and **Heating and Air Conditioning Equipment and Solar Photovoltaic Panels**. In addition, they are a producer of Rechargeable Batteries and Large-Scale Absorption Chillers and Heaters installed in buildings throughout North America. Rounding out their North America Group product offerings are some of today's most advanced semi-conductors as well as sophisticated Biomedical Freezers, Incubators and Centrifuges.

#### **THE MANDATE:**

Reporting to the President, you will provide strategic direction and overall leadership for corporate business development aligned with the Company's vision and strategic plan. Through strong business acumen and your successful relationship building capability, you are a results oriented individual that has a proven track record in achieving top and bottom line results on a national level within the Energy Management, Electronics, Solar, or HVAC industry. An effective communicator, you are comfortable working in a cross functional North American team. ***This exciting career growth opportunity also awards the successful candidate the opportunity to sell the "best in industry" Solar products in an EMERGING, GROWTH INDUSTRY as a total solution provider to end users with a "pull through" sales approach with distributors. Higher sales results will be recognized with higher rewards!***

#### **RESPONSIBILITIES:**

##### **The General Manager will:**

- Develop strategic plans for Marketing and Sales of products within the **ENVIRONMENT & CLEAN ENERGY DIVISION**
- Achieve or exceed sales budgets through existing and new distribution for Solar, HVAC and commercial ductless products in Canada and develop Marketing initiatives geared to capture new business
- Lead a team of Sales Management and Support staff
- Develop new distribution channels for **ENVIRONMENT & CLEAN ENERGY SOLUTIONS** products.



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- Work with existing distributors in Canada where possible to enhance distribution of and commercial products in Canada to evaluate new potential distribution.
- Prepare product proposals for various tenders, RFP's for **ENVIRONMENT & CLEAN ENERGY SOLUTIONS** product.
- Keep abreast of competition through market analysis and by maintaining relationships with regulators and key industry personnel.
- Plan and promote products at various industry trade shows in Canada that focus on Solar and commercial ductless and other Air Conditioning products, services and Enterprise Solutions.
- Work with chosen building developers/construction trade organizations to represent the company and its products in the building industry.
- Investigate and utilize government programs, commercial and residential builder organizations to develop new business with home builders and real estate developers

**SALARY RANGE:**

- Base salary plus bonus, car allowance and mileage.
- Extensive Travel will be required.

**EDUCATION:**

- University Degree, B.Com, Electrical Engineering, MBA and related Sales, P&L experience

**EMPLOYEE TYPE:** Permanent, Full-time

**REQUIRED TRAVEL:** Yes

**RELOCATION COVERED:** No

**CONTACT:** Bill McNamee-Lamb, Managing Director

**HOW TO APPLY:** Apply on **Monster** or e-mail your resume to [bill@mcnameelamb.com](mailto:bill@mcnameelamb.com)