

JOB description

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| **Job Title:** | Project Manager / New Product Developer |
| **Department:** | Product Development & Engineering |
| **Reports To:** |  VP, Product Development & Engineering |
| **FLSA Status:** | Full Time, Exempt |

**Company Description:** BPI Outdoors is the parent company of several highly successful product brands in the hunting and shooting industry. These brands include CVA® muzzleloading and center-fire guns and accessories, POWERBELT® muzzleloading bullets and accessories, QUAKE™ hunting and shooting accessories, DURASIGHT® SCOPE MOUNTS, and BERGARA® barrels, actions and rifles. BPI is located in Lawrenceville, GA.

**Position Summary:** Supports company growth through researching, design coordination, and creations of new product releases. Aids in all technical design aspects for all BPI brands. Complete market research to learn more about competitor products and customer needs. Manage aspects of product quality, including product design, function, reliability, and testing. This includes working in partnership with BPI engineers, quality control team, product testing team, gunsmithing and warranty repair, and with engineers in BPI’s Spanish factory.

**Basic Requirements:**

* Minimum of 3 years of multi-faceted, relevant experience in the firearms industry
* Ability to lead a project from concept to sustainment.
* Ability to work independently and in a team environment.
* Working knowledge of one or more major firearm systems
* Ability to travel domestically and internationally.
* Knowledge of and ability to follow safe firearm handling practices.
* Clean criminal background check

**Essential Duties & Responsibilities**

New Product Development:

* Develop a deep understanding of our company, products, customers, goals, and strategy.
* Contribute to NPD planning meetings with status updates, deadline commitments, and problem-solving.
* Researching, developing, and reviewing ideas for new products and improving existing product lines.
* Technical design support
* Plan projects and subtasks.
* Prototyping
* Writing and reviewing test plans and participating in testing of prototypes, first articles and first production samples.
* Identifying and analyzing failures in parts, procedures, or other testing related activities.
* Participating in NPD Gate Reviews.
* Support Sales & Marketing on new product ideas
* Continually search for new product ideas & opportunities
* Support and assist Dikar’s Engineering and Design team, review drawings prior to prototypes to determine if the designed product reflects our basic ideas, ensure proper changes take place before prototyping takes place, test prototypes, refine product
* Develop & post spec sheets to assure production is to required specifications
* Establish and maintain specifications and quality standards records for all Bergara USA and Dikar products.
* Work with Quality Control and Dikar by establishing quality checks and standards of all Bergara brand products.
* Thoroughly function test, including both torture and accuracy, for all Bergara USA and Dikar products. Maintain formal records keeping for such testing.
* Travel to factory in Spain and work closely with management and engineers in the sourcing and specification of materials, methods of quality assurance & quality testing, and development of new products.
* Work with the Sales & Marketing Team to evaluate and test all new products at every stage of the development process, from prototype to production.
* Serve a support role for the Gunsmithing & Customer Service groups for technical related issues that the department employees are unable to resolve otherwise. Coordinating with the Customer Service Department to identify potential product defects or customer suggestions.
* Serve as Project Manager tracking all new products while maintaining both new product development boards and electronic records.
* Work with Production and act as the subject matter expert for all production and quality issues.

**Work Environment:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate. Employees are expected to participate in developing and maintaining a safe, healthy, and productive environment. Employees are required to comply with instructions given for their own safety and health and that of others. Employees are required to comply with regulations of various government agencies such as ATF, State Department and Commerce Department. BPI is an equal opportunity employer.

**Competencies:** An individual should demonstrate the following competencies:

**Achievement Focus** - Demonstrates persistence and overcomes obstacles. Measures self against standard of excellence. Recognizes and acts on opportunities. Sets and achieves challenging goals. Takes calculated risks to accomplish goals.

**Adaptability** - Accepts criticism and feedback. Adapts to changes in the work environment. Changes approach or method to best fit the situation. Manages competing demands.

**Communications** - Exhibits good listening and comprehension. Expresses ideas and thoughts in written form. Expresses ideas and thoughts verbally. Keeps others adequately informed. Selects and uses appropriate communication methods.

**Customer Service** - Displays courtesy and sensitivity. Manages difficult or emotional customer situations. Meets commitments. Responds promptly to customer needs. Solicits customer feedback to improve service.

**Problem Solving** - Develops alternative solutions. Gathers and analyzes information skillfully. Identifies problems in a timely manner. Resolves problems in early stages. Works well in group problem solving situations.

**Language Ability:** Read, analyze and interpret business, professional, technical or governmental documents. Write reports, business correspondence and procedure manuals. Effectively present information and respond to questions from managers, customers and the public.

**Mathematical Ability:** Must be able to conduct all types of mathematical problems including the ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals. Compute rate, ratio and percent and draw and interpret bar graphs.

**Reasoning Ability:** Solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

**Computer Skills:** To perform this job successfully, individuals must have strong computer related skills including familiarization with word processing software, accounting software, spreadsheet and database software.

While performing the duties of this job, the employee is regularly required to sit. The employee is frequently required to talk or hear. The employee is occasionally required to stand; walk; use hands to finger, handle, or feel and reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision and ability to adjust focus.

**PLEASE SUBMIT RESUME TO MARK@BPIGUNS.COM**