



Director Innovation & Development

Tradewater is an environmental project development firm located in Chicago, Illinois. Our projects are all designed to have a dual mission – fight climate change and make a profit. We believe companies with this dual mission are better positioned for growth and success in a changing economy. And we are proving it year over year.

Tradewater places value on questioning existing service lines, pushing the boundaries of what is possible, and finding new ways to serve its dual mission. The Director of Innovation and Development is responsible for driving these efforts throughout the company. The Director will lead a team to conduct research, examine market potential, pilot test-projects, evaluate results, and scale new business lines and approaches to further the company's business development goals. The Innovation and Development department provides internal and collaborative services throughout the company. Thus, the Director must anticipate organizational needs, develop efficient and effective implementation plans and have the ability to manage several diverse projects simultaneously. While the Director will manage an innovation and development staff, including data analytics specialists, they are expected to implement work within this department with enthusiasm and precision. The Director of Innovation and Development leadership is both strategic and tactical.

Responsibilities:

- Use well-developed project management skills to turn creative ideas into new programs, lines of business, or more efficient ways of conducting existing business
- Develop a system for this work that can be used more broadly to support the strategic vision of the company and to further enhance the effectiveness of key company lines of business.
- Manages the Innovation and Development Team to ensure the client has a defined and consistent project management approach in place and the business development needs of the company are well supported.
- Responsible for assigning tasks to the Innovation and Development team members. Will also be responsible for scheduling/monitoring their work and reviewing the results for accuracy, timeliness and quality.
- Responsible for the provision of a challenging and stimulating environment for the Innovation and Development Team, primarily through delivering quality leadership to direct reports and empowering them with the skills, tools and resources to follow through with their respective projects.
- Prepares an annual personal development plan for the Innovation Team members to ensure training needs are appropriately identified and a mutually agreed upon training plan for individual staff members is completed.
- Partners with engineering, operations and sales to understand pressures of project demand and problem solve to deal with issues as they arise.
- Oversees all projects by tracking progress, providing support to the Innovation and Development Associates and liaising with project sponsors within the company to stay abreast of sponsor goals and satisfaction.



- Manages relationships with external contractors and consulting project resources as necessary.
- Maintains project reporting to stakeholders and senior leadership.
- Contributes to a culture of innovation and actively seek ways to enhance the capability, performance efficiency, efficacy and success of the client.
- Identify/analyze data and anecdotal input from sales and support associates to isolate issues, test solutions and prioritize competing program opportunities.
- Participate in company management as part of the leadership team

Position Requirements:

- 7+ Years of business experience
- Bachelor's degree from an accredited institution required
- New product development and execution experience
- Proven experience in the generation and execution of original ideas
- Proven verbal and written communication skills; presenting to senior executives
- Demonstrated ability to deliver both strategic and tactical results from inception to completion
- Excellent planning and execution skills. Meticulous, methodical and detail-oriented with a demonstrated ability to dive deep and ask the right questions
- Proven track record of achieving insight through analytic or quantitative methods
- Strong attention to detail and the capacity to manage aggressive timelines
- Ability to manage multiple projects concurrently and prioritize projects along with ongoing ad-hoc requests and/or initiatives
- Successful in navigating change, problem solving and consulting with cross-functional business partners
- Demonstrated top notch organizational skills and proven ability to guide processes, while developing creative solutions to meet changing business needs
- A proven track record of successfully delivering projects on-time and within scope
- Proficient in relevant project management software and Microsoft Project
- Team Player ("Can-do" attitude)
- Brilliant at relationship management
- Ability to work successfully in a fast-paced, high-energy environment
- PMP, Six Sigma or other relevant certification preferred
- Experience with data driven software preferred

Tradewater offers a competitive salary and good benefits.

Please send a cover letter and resume to Josh Ward at jward@tradewater.us.