

Chemical Management

ORGANIZATIONAL LADDER

Board of Directors/Board Member:

Typically a Board of Directors is made up of 6 to 10 past Presidents/CEO's of a large public companies. Often a Board Member will be serving on a number of Boards at one time. Typically will serve a term of 3 to 6 years and rotate off and be replaced by a new member.

Chairmen of the Board (COB):

Typically this is either the founder of the company, a family member or a senior level internal executive who has spent considerable time growing in the organization and now is preparing for retirement in the next 5 to 10 years. Typically responsible for managing company major investments and pension plans and working closely with the President/CEO on preparing for Board Meetings and executing major decisions made by the board.

President/Chief Executive Officer (CEO)

Typically manages 3 to 5 Vice Presidents often with a global focus. Focuses on making internal decisions to set budgets, select final succession and new hire candidates and growth strategies. Great CEO's focus heavily on 3 things: 1) raising capital, 2) increasing employee satisfaction and 3) customer loyalty. Heavily involved in Merger, Acquisition & Joint Venture decision-making. Is responsible for presenting plans and management issues to the Board for consideration and then is responsible to the Board for execution of decisions made by the Board.

Chief Administration Officer (CAO)

Typically will manage the Directors/VP's of Human Resources, Purchasing, Finance & Accounting, Information Technology, etc. Typically reports directly to the President/CEO.

Vice President

Typically manages 3 to 5 Directors often with a global focus. Often will have an HR Director, Purchasing Director, Logistics Director and a Director of Adm. reporting directly. Focuses more on managing budgets, succession, hiring and growth strategies.

Director

Typically manages 3 to 5 Business Managers, Business Directors or General Managers often with a global focus.

Business/ Division Manager or Director, General Manager

These are often interchangeable titles and mean much the same thing. Depending on the size of the company, the level of experience of the individual or whether the focus is domestic versus global, will determine the title. Typically Manages 3 to 5 Industry Managers.

Industry Manager

Typically manages 3 to 5 Market Managers often with a global focus.

Market Manager

Focuses on interfacing with or directly managing the sales, marketing, manufacturing and R&D activities of a specific market segment a company is focusing on. Can have a domestic, regional or global focus.

