



FOR PROFESSIONALS WHO SAVE LIVES

# JOIN AN AWARD WINNING TEAM **INNOVATION MANAGER**



# INNOVATION MANAGER

## REPORTING TO: MANAGING DIRECTOR

Ruth Lee Ltd is the world's leading manufacturer of training manikins for the search, rescue, and care industries.

As a proud member of the Protect Medical Group, we sell to professionals in over 50 countries worldwide to a vast array of sectors, including Fire and Rescue services, Paramedics, and Ministry of Defence just to name a few. Our customers are true heroes, and we are proud to supply products that help them train to save lives.

A business is only as strong as its people though. We have a great, committed team here at Ruth Lee and everyone enjoys a wide range of lifestyle and work life benefits, in a workplace which is inclusive and supportive.

### MORE ABOUT US:

Based in a beautiful part of North Wales, we operate on a global scale and are consistently recognised at regional and national awards, having won numerous accolades for export success and innovation. In 2020, we won The Queen's Award for Enterprise: International Trade in and in 2024, The King's Award for Enterprise: Innovation.

We are committed to helping the communities we serve and maintain three social commitment projects at a local, national and international level. All staff are welcome and encouraged to be part of these and to suggest ideas for various projects we can support.

### THE ROLE

Reporting directly to the Managing Director, this is a newly created, key role in the business aimed at driving sustainable growth. By developing new products and services, and adopting new technologies to better anticipate and fulfil customer training needs you will enhance the Ruth Lee brand and reputation as a global innovator.

### SCOPE

- Research and document customer training needs in key sectors (UK/International)
- Run international Innovation Circle concept
- Research and document competitor product offering
- Research new technologies and suitability for adoption
- Identify and leverage collaboration partners (users/developers/test-labs/researchers/Gvt)
- Develop NPD strategy and individual projects in line with ROI guidelines

## SCOPE (CONTINUED)

- Coordinate and drive new product development and testing ready for market launch
- Ensure all projects are properly documented in line with ISO/NPD requirements – own and drive the process.
- Contribute to go-to market strategy plan
- Improve existing products and assess opportunities for range rationalisation
- Secure IP protection where applicable
- Seek grant support from Governments and commercial partners.

## JOB REQUIREMENTS/SKILLS

- Gain a full understanding of company strategy, product range and manufacturing process
- Build relationships with key stakeholders (Managing Director, Operations Director, Sales and Marketing Managers, Factory NPD Team, key customers)
- Gain a full understanding of how manikins are used in specific sectors and training scenarios (including via customer visits) in UK and key export markets
- Look for new product opportunities (other than training manikins)
- Adopt clear project planning, processes and reporting, showing project objectives/outcomes/ROI
- Work with stakeholders to develop and test new product prototypes
- In liaison with Operations Director calculate and carefully document costs of each project, including time allocation and any materials used.

## PACKAGE

- Permanent contract
- £40K-£45K plus performance related bonus
- Working Monday to Thursday 9am to 5pm and Friday 9am – 3pm with hybrid working consideration.
- Employee Assistance Programme
- Group death in service cover (3 times annual salary)
- Training and development opportunities
- Hybrid working considered but ideally with a commuting distance from our Head Office in North Wales

## CANDIDATE PROFILE

- Minimum 5 years NPD/Product marketing experience
- Strong research and analytical skills, using data to support strategy development and project prioritisation
- Strong business and project planning skills
- Confident and clear communicator/presenter/verbal and written
- Good relationship/rapport building skills
- A good listener
- A team player but happy to work independently
- A problem solver
- Strong personal organisation
- Believes in continuous improvement
- Has strong personal values

## OTHER REQUIREMENTS:

- Valid Driving License
- Permission to live and work in UK and to travel internationally if required
- Located within reasonable commuting distance of RL office

## OUR VALUES

Good housekeeping – always working within our means, carefully calculating the risks required to safely grow our business. Sharing the benefits of successes when they come along.

Loving what we do – genuine care for customers, staff, distributors and suppliers – they are part of our service too.

Learning and progression – listening and involving others, investing in growing the capability of our people. Innovating to constantly improve what we do.

Being dependable – function over fashion. High quality products and enduring relationships. Everything we do is built to last. Doing what we say we will.

Committed to our communities – our business was bred in the Corwen area of Wales and we are committed to this base. Our network of suppliers and customers extend around the world and we are fully committed to that community too.

Purposeful – doing work that makes a positive difference; ultimately the end product of our work is helping others to save lives and care for people.

## WHY WE WORKING HERE

### FAIR PAY

Ruth Lee Ltd offer a competitive basic salary for both office and factory staff, which is benchmarked regularly to remain competitive.

### BONUS

There is a company-wide bonus scheme, which is specific to your job function. Details of a specific bonus scheme will be discussed at interview.

### HOLIDAY ALLOWANCE

All employees receive paid Holiday Allowance, plus Bank Holidays. We have a Christmas shutdown and request 5 days are reserved to cover this period.

### FLEXIBLE WORKING

We can offer a range of flexible working solutions where needed, including part-time and job sharing.

### PENSION

Staff are automatically enrolled onto our Pension Scheme which is managed by the People's Pension.

### FREE PARKING

If you've ever lived and worked in the city – the prospect of ample free parking on site will no doubt be a big plus point! The fact that it just happens to be in a beautiful landscape is a bonus!

## TRAINING, DEVELOPMENT AND PROGRESSION

All staff complete induction training when they join Ruth Lee Ltd. This is tailored to your specific job role.

Bi-annual appraisals let you keep track of your progress within your role and we offer opportunities for professional development when possible.

We are also keen to offer progression opportunities for those who want to help the business grow. For ambitious individuals, Ruth Lee Ltd offers you a chance to thrive!

## SOCIALLY RESPONSIBLE

We are committed to helping the communities we serve and maintain three social commitment projects at a local, national and international level. All staff are welcome and encouraged to be part of these and to suggest ideas for various projects we can support.

## WE ARE AWARD WINNERS

Since 2018 we have achieved many awards for export and innovation including The Queen's Award for Enterprise: International Trade in 2020 and The King's Award for Enterprise: Innovation in 2024.