

JANICE ENGLER

GLOBAL CEO

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PROFILE

Accomplished CEO with an impressive history of driving revenue growth, profitability, value creation, and an exceptional customer experience across 30+ countries in the Americas, EMEA, and Southeast Asia Pacific. Experienced P&L leader who expertly manages all aspects of international businesses, including strategic planning, sales/marketing, manufacturing, engineering, project management, HR, and finance. Versatile professional who is known for delivering results in turnaround, high-growth, and new business launch situations. Values-driven leader who hires and retains talent, connects well with multi-cultural workforces, and builds high-performing teams.

STRENGTHS

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|----------------------------|-------------------------|--------------------------|
| ▪ Strategy & Execution | ▪ B2B Sales & Marketing | ▪ P&L Leadership |
| ▪ Business Transformations | ▪ Manufacturing | ▪ Executive Leadership |
| ▪ Negotiation | ▪ Client Relations | ▪ Mergers & Acquisitions |
| ▪ Operational Excellence | ▪ Business Turnarounds | ▪ Value Creation |

PROFESSIONAL EXPERIENCE

CEO, Americas

Semi-C / Houston, TX / 2016 – Present

Recruited by the global CEO to join the Semi-C Management Team and transform an early-stage and fast-growing manufacturer of semiconductors into a professionally-managed company with a sustainable business model. Led all aspects of the transition, including developing a new vision, target strategy, business structure, talent profile, and culture. Guided a variety of functional groups, such as sales, operations, manufacturing, technical services, marketing, human resources, and finance. Managed a P&L that grew to \$80M and an employee base that climbed to 65.

Selected Accomplishments:

- Drove a 10% CAGR (2016 to 2018) and achieved the highest product price per pound/profitability ratio across the \$260M global enterprise by targeting high-margin segments and shifting sales team focus to margin generation (vs. top line revenue).
- Consolidated 25 warehouses into 2 large facilities which delivered ~\$100K in savings, reduced inventory levels, and improved service levels.

Vice President, Americas | Managing Director, South America | Sales/Marketing Manager, Americas

Conductors, Inc. / USA & South America / 2007 – 2018

Recruited internally into a Sales/Marketing role to turn around sales performance in the Americas. Later promoted to lead the South American division and drive semiconductor product and services sales. Elevated South American performance and was ultimately given responsibility for consolidating both North and South American divisions into a single Americas unit. Managed the entire operation, including sales, M&A, project management, engineering, finance, and operational excellence.

Selected Accomplishments:

- Generated ~\$75M in 2015, which accounted for 38% of overall revenue and 50% of profits for the \$200M segment.
- Directed the creation and delivery of a customized solution, which produced a CAGR (over 4 years) of 30% for bookings, 55% for revenue, and 65% for profitability.
- Improved net working capital by 30% by driving growth, improving cash flow, and enhancing payment terms/receivables management.
- Built and managed a key accounts group which produced \$40M in OEM sales over 3 years.
- Grew North American sales 15X between 2007 – 2009.

General Manager, Asia Pacific | Area Sales Manager – Europe, Asia, & Africa

Conductors, Inc. / Bangkok, Thailand & Copenhagen, Denmark / 1993 – 2007

Grew business in Africa, Eastern Europe, and Southeast Asia and was ultimately promoted to General Manager with a mandate to establish a SE Asia office, grow sales, and regain market share for technological products. Researched the market thoroughly, developed new solutions, built relevant value propositions, and launched a new go-to-market strategy that secured contracts with key accounts.

Selected Accomplishments:

- Achieved 50% contribution margin against an industry benchmark of 25%.
- Sold \$20M in major contracts over a 2-year period.

EDUCATION & CONTINUING DEVELOPMENT

Master of Business Administration

Rice University

Bachelor of Science, Business Administration

Texas Tech University

Continuing Education

- Executive Scholar Certificate – University of Texas, Austin (In Progress)