



**OPPORTUNITY** MARKETING PIECE

# **HEAD OF OPERATIONS**

LOCATION | **Chicago, IL**

POWERED BY ROPELLA'S  **SMART** Search System™



**ROPELLA**®  
GROWING GREAT COMPANIES

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# LUCAS

Coatings, Sealants and Adhesives



## ABOUT R.M. LUCAS

[RMLUCAS.COM](http://RMLUCAS.COM)

R.M. Lucas Company was founded by Robert M. Lucas in 1912 and was located in Chicago, Illinois. R.M. Lucas Co. manufactured asphalt, oil based paints, coatings for railroads, plastic asphalt cements for the waterproofing and repair of wooden box cars. In 1954 the R.M. Lucas Co. plant and trademark was purchased by Lawrence J. Barry and it became a subsidiary of his company, Union Chemical and Oil Co., a manufacturer of roof coatings, waterproofing and water treatment chemicals since 1935.

A focus on research and development led to the introduction of many new and innovative products. Manufacturing has expanded with the opening of several new production facilities including the new Lucas headquarters, manufacturing facility and research center in Alsip Illinois in 2015, Orlando Florida in 2018 and Phoenix Arizona in 2019. R.M. Lucas is the most capable manufacturer of coating, sealants and adhesives with the ability to manufacture product from a wide variety of chemical technologies including silicones, modified polyurethanes, MS polymer, polyurea, epoxies, water-borne emulsions, asphalt cutbacks and emulsions, block-copolymers and other synthetic elastomers. Custom formulations for OEM equipment manufacturers and retail are also available.

### MISSION

*R.M. Lucas Company is the developer and producer of professional grade coatings, adhesives & sealants. We are committed to developing new and innovative products to meet and exceed the needs of an evolving construction marketplace. A focus on quality and customer satisfaction for the professional contractor is the foundation of our company and our plan for future success.*



LUCAS CORPORATE HEADQUARTERS, RESEARCH AND MANUFACTURING FACILITY IN ALSIP, IL OPENED IN 2015



NEW CHICAGO WAREHOUSE COMPLETED IN 2009

# R.M. LUCAS PRODUCTS

*R. M. Lucas Co. offers a full line of coatings and mastics for the professional building contractor. They offer everything from time-proven high quality bituminous coatings and mastics to technologically advanced polymer based sealants, adhesives and reflective elastomeric coatings.*



## COATINGS & MASTICS

R.M. Lucas manufactures coatings for roofs, walls, pavement and below grade applications. For over 100 years they have produced everything from asphalt materials to the most advanced modern moisture-cure and reactive formulas. Lucas provides solutions from waterproofing to improved energy efficiency for all types of construction.

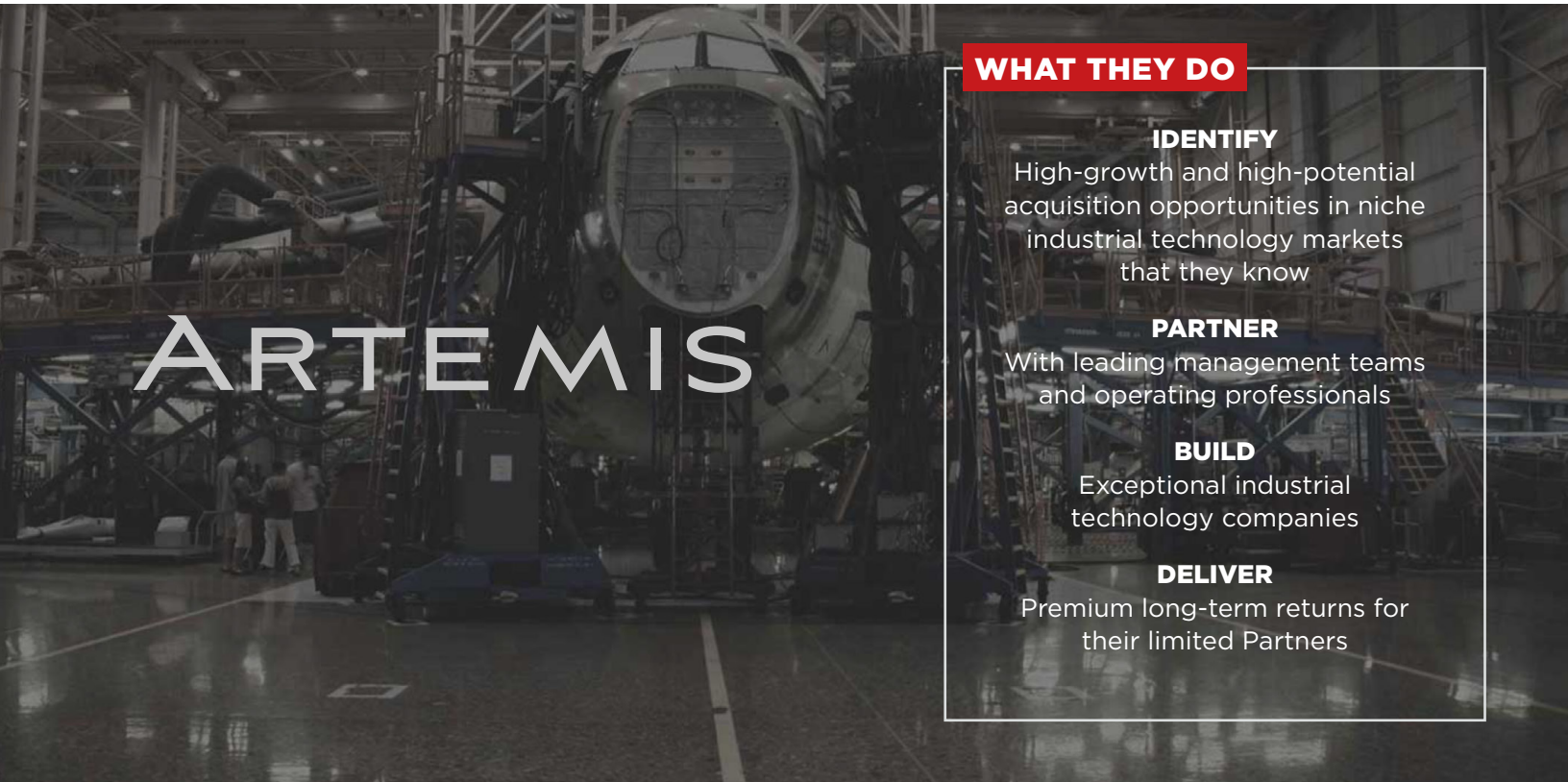
## WATERPROOFING

R.M. Lucas supplies a variety of dampproofing and waterproofing products. From asphalt cutbacks and emulsions to elastomeric fluid applied waterproofing and advanced moisture cure membranes and joint sealants.

## CAULKS & SEALANTS

R.M. Lucas offers a variety of commercial moisture cure sealants on the cutting edge of urethane sealant technology (#9600). With the ability to adhere to wet or underwater surfaces and a high movement capability, Lucas moisture cure sealants can be applied on almost any surface.





**WHAT THEY DO**

**IDENTIFY**

High-growth and high-potential acquisition opportunities in niche industrial technology markets that they know

**PARTNER**

With leading management teams and operating professionals

**BUILD**

Exceptional industrial technology companies

**DELIVER**

Premium long-term returns for their limited Partners

**ABOUT  
ARTEMIS**

**ARTEMISLP.COM**

**BUYER AND BUILDER OF THE BEST INDUSTRIAL TECHNOLOGY COMPANIES IN THE LOWER MIDDLE MARKET**

Artemis Capital Partners is a Boston-based private equity firm focused on acquiring and growing differentiated industrial technology companies. Artemis seeks to partner with companies that have strong established management teams, outstanding engineering capabilities, unique products, and expanding niche markets.

**PORTFOLIO**

- Maury Microwave
- Tekscan
- Superior Technical Ceramics
- StanChem Polymers
- Adcole Maryland
- Aerospace
- Adcole Corporation
- Omega Optical
- Ohio Tool Works
- Janis Research Company
- BioDot
- KCB Solutions
- Fiberoptic Components



**RUDI COETZEE**  
*Operating Partner, Artemis*



Rudi is an engineer not only by education, but by upbringing. As a son of an engineer who built products to improve the efficiency of coal mines in South Africa, Rudi has truly been working in Industrial Technology his entire life. With over 30 years of experience in not only mechanical engineering but also sales, sales management, operations and leadership, Rudi is a unique leader.

Prior to joining OTW, he worked for over a decade at Saint-Gobain in various business development, general management and operations roles. Thereafter he served as Executive Vice President at Active Minerals International before becoming President and CEO of Aventics, one of the world's leading manufacturers of pneumatic components and systems.

Rudi can be described as a highly organized and results-focused executive who achieves consistent results and builds top-performing global teams by providing sound strategic vision across all functional disciplines in manufacturing and highly engineered environments. He is a quick learner of new methods and environments with a passion for change, challenge, and continuous improvement. He is a versatile team leader with success in improving bottom line results through cost reduction, productivity, and revenue growth.



**OLLY FORRER**  
*Vice President, Artemis*



Olly is a Vice President on the Investment Team at Artemis. Olly works across the full spectrum of Fund activities, including deal generation, investment strategy & thesis development, transaction lead, portfolio company lead and Limited Partner engagement. Olly joined Artemis from Canaccord Genuity, a global middle-market investment bank, where he spent three years as an Analyst and Associate focusing on technology M&A advisory. Prior to Canaccord, Olly worked at AGC Partners, a Boston-based investment bank, focusing on technology M&A advisory. Olly received his Bachelor of Science Degrees in Biochemistry and Molecular Biology (magna cum laude) from the University of Massachusetts at Amherst.

## POSITION OVERVIEW

## HEAD OF OPERATIONS

LUCAS

R.M. LUCAS CO.

*Artemis is seeking an experienced executive to manage day-to-day operations of R.M. Lucas as a Head of Operations. The right candidate manages all activities related to multi-site operations and manufacturing by performing essential functions and responsibilities personally or through directing of subordinates.*

**PRIMARY FUNCTIONS**

- Drive safety (EHS) improvements and a safety mindset throughout the organization.
- Lead all departments related to Operations, especially Supply Chain and Quality. Only departments NOT reporting to this role are Finance, R&D and Sales.
- Plan, develop and implement improvement strategies for operational management to meet/exceed performance plans within applicable budgets and timelines.
- Manage and control departmental expenditure within budget.
- Work with other functional/departmental managers to understand needs of operational development, and to ensure they are fully informed of operational objectives, purposes, opportunities, and risks.
- Maintain awareness and knowledge of operations and methods for improvement.
- Provide input to the research and development of new and emerging programs.
- Provide guidance to the development of manufacturing processes, including personnel requirements, material needs, subcontract requirements, facility needs, tooling and equipment needs.
- Contribute to company continuous improvement efforts.

**EDUCATION AND EXPERIENCE**

- Bachelor's degree in a Chemical Engineering, Chemistry, or a related technical field is required
- 5-10 years Director level and/or higher experience in specialty chemical manufacturing, operations or related field - experience in the building products industry is strongly preferred
- Previous P&L responsibility and full responsibility for supply chain, quality, purchasing, production, maintenance, and shipping
- Successful track record of bringing cultural change and transforming operations/manufacturing at underperforming organizations
- Experience in a high growth environment
- Prior multi-site responsibility preferred
- Acquisition and successful operations integration experience a plus

**TECHNICAL ROLE COMPETENCIES**

- Strong technical aptitude of chemistry concepts and chemical manufacturing processes
- Proven track record as a team leader with an understanding of management practices
- Knowledgeable in lean manufacturing systems (Six Sigma certification a plus)
- Demonstrated project and budget management skills
- Strong business acumen with a broad understanding of fundamental business principles
- Analytical problem-solving skills with an impeccable attention to detail
- Ability to set overall strategy and drive process improvement
- Strong background in driving and sustaining safety improvements
- Excellent oral and written communication skills
- Strong interpersonal skills with ability to collaborate and build a consensus in a high-pressure environment

# ABOUT CHICAGO, IL

Chicago's famed restaurants, renowned museums, stunning waterfront, groundbreaking music, award-winning theatres, over 300 parks and green spaces, iconic architecture designed by legendary architects — all within 77 vibrant, ethnically diverse neighborhoods that are the heart and soul of Chicago. These are just some of the reasons why Condé Nast Traveler ranked Chicago the #1 on their list of Best Large Cities in the U.S. for three years in a row.

Chicago is a city with world-class culture — home to comedy star-maker The Second City; electrified blues; championship sports teams; one of the largest collection of Impressionist and Post-impressionist art outside the Louvre, housed within the Art Institute of Chicago, one of the top five museums on the planet (TripAdvisor); the largest collection of Frank Lloyd Wright buildings in the world; the largest science and industry museum in the Western Hemisphere — and that's just the beginning.

The city is home to Tony Award-winning theatres, and Paste Magazine praises Chicago theatre as “one of the most thriving theatre scenes on the planet.” Condé Nast Traveler calls Chicago the “best restaurant city in America.” Bon Appétit magazine agrees, saying Chicago is “America's most exciting city to eat in right now.” Plus, with 25 Michelin-starred restaurants and dozens of Bib Gourmand recipients, you're sure to find a spot for every budget and taste.

Big city culture isn't the only thing you'll find there. You'll also enjoy outdoor escapes and urban adven-

ture, with the stunning city skyline as your backdrop. Go kayaking along the award-winning Riverwalk or venture to the Chicago Architecture Center and board the top architecture cruise in Chicago. Cycle the 18-mile Lakefront Trail, dotted with harbors, beaches, restaurants and bars. Or spend the day at Navy Pier, one of the city's top attractions, and board a cruise ship to set sail on Lake Michigan.

You only have to venture to the Millennium Park Campus to see city and nature side by side, and find the true spirit of Chicago — summer-long free music festivals and outdoor film screenings beneath the soaring steel canopy of the Jay Pritzker Pavilion; Instagram-worthy public art installations like Crown Fountain and Cloud Gate (aka The Bean); stretches of swaying prairie grasses and native plantings at Lurie Garden; climbing walls, ice skating ribbons, and fantastical playground landscapes at Maggie Daley Park; performing arts on the stage of the Harris Theater; free exhibitions, tours, and live music at the Chicago Cultural Center; and the world-class Art Institute of Chicago beckoning with major art exhibitions throughout the year.

The city isn't just about the arts and culture — the city has a thriving economic community, including 31 Fortune 500 Companies headquartered in the area. Chicago is recognized as one of the country's premier technology hubs and the city's meeting rooms, convention centers, and special event venues are equipped with the industry's latest amenities. This is truly a city with unrivaled economic potential.



# CHICAGO, ILLINOIS

## LINKS AND HIGHLIGHTS

### AREA LINKS

**City of Chicago**  
[cityofchicago.org](http://cityofchicago.org)

### SHOPPING

**The Magnificent Mile**  
[themagnificentmile.com](http://themagnificentmile.com)

**Water Tower Place**  
[shopwatertower.com](http://shopwatertower.com)

**The Shops at North Bridge**  
[theshopsatnorthbridge.com](http://theshopsatnorthbridge.com)

### ARTS & ENTERTAINMENT

**Choose Chicago**  
[choosechicago.com](http://choosechicago.com)

**Museum of Science+Industry**  
[msichicago.org](http://msichicago.org)

**Chicago Theatre**  
[thechicagotheatre.com](http://thechicagotheatre.com)

### SPORTS

**Chicago White Sox**  
[chicago.whitesox.mlb.com](http://chicago.whitesox.mlb.com)

**Chicago Bears**  
[chicagobears.com](http://chicagobears.com)

**Chicago Blackhawks**  
[nhl.com/blackhawks](http://nhl.com/blackhawks)

**Chicago Sky**  
[sky.wnba.com](http://sky.wnba.com)

**Chicago Fire Soccer Club**  
[chicago-fire.com](http://chicago-fire.com)

**Chicago Bulls**  
[nba.com/bulls](http://nba.com/bulls)

### NEWS

**Chicago Tribune**  
[chicagotribune.com](http://chicagotribune.com)

**Chicago News**  
[nbcchicago.com](http://nbcchicago.com)

### EDUCATION

**Chicago Public Schools**  
[cps.edu](http://cps.edu)

**City Colleges of Chicago**  
[ccc.edu](http://ccc.edu)

**The University of Chicago**  
[uchicago.edu](http://uchicago.edu)

**The University of Illinois**  
[uic.edu](http://uic.edu)

