



*Cornerstone Executive Search has been exclusively retained by Pittsburgh Paints Company to conduct their search for a new Director of Raw Materials.*

---



## DIRECTOR, RAW MATERIALS

Pittsburgh Paints Company (PPC)

### Fast Facts

- **Headquarters:** Pittsburgh, PA Metropolitan
- **Reports to:** Chief Procurement Officer
- **Direct Reports:** 5
- **Manufacturing Plants:** 9 across U.S. & Canada
- **~6,000 Employees** across North America

### The Organization

[Pittsburgh Paints Company \(PPC\)](#), formerly part of [PPG Industries](#), is a leading North American manufacturer of residential and commercial architectural coatings. Following its separation from PPG, PPC now operates as an independent, private equity-backed company focused on driving growth across its core paints, coatings, and adhesives businesses.

The company owns a strong portfolio of brands including GLIDDEN®, OLYMPIC®, LIQUID NAILS®, PITTSBURGH PAINTS & STAINS®, DULUX® (Canada), and SICO®, serving both professional contractors and DIY consumers. PPC manufactures and distributes paints, stains, adhesives, sealants, and repair products, supported by a network of manufacturing facilities across the U.S. and Canada.

With 15,000+ distribution points across company stores, dealers, and major retailers, and approximately 6,000 employees, PPC operates at scale with a cross-functional procurement and operations model supporting significant materials and packaging spend.

Culturally, PPC emphasizes a collaborative and performance-driven environment, with a focus on continuous improvement, innovation, and operational excellence. The organization prioritizes employee development and fosters an inclusive workplace that values diverse perspectives.

## The Opportunity

This is a high-impact leadership role with direct influence on PPC's cost structure, supply continuity, and innovation pipeline.

The Director will play a critical role in shaping procurement strategy, strengthening supplier networks, and aligning closely with R&D and operations to support both business performance and long-term growth.

This position offers the opportunity to build organizational capability, drive strategic sourcing excellence, and contribute meaningfully to PPC's innovation and sustainability agenda.

## The Position

The Director of Raw Materials is responsible for leading PPC's procurement strategy, processes, people, and performance across all raw material and packaging categories. This role oversees more than \$600MM in annual spend and ensures the organization secures competitive cost, service, innovation, and supply continuity.

Reporting to the Vice President of Procurement and serving on the Procurement Leadership Team, this leader drives category strategy, supplier management, financial performance, and cross-functional alignment across Technology, Operations, Quality, COE, and Finance.

## The Ideal Candidate

The ideal candidate is a strategic and analytical procurement leader with deep expertise in chemical or manufacturing environments. They bring a strong balance of commercial acumen, technical understanding, and leadership capability.

This leader thrives in complex, dynamic markets—anticipating material trends, navigating supply risks, and building strong supplier partnerships. They are equally comfortable leading teams, influencing cross-functional stakeholders, and driving measurable financial outcomes.

They combine data-driven decision-making with strong communication skills and a proactive, forward-looking mindset.

## Key Responsibilities

### Strategic Sourcing & Category Leadership

- Develop and execute long-term category strategies balancing cost, service, risk, and innovation
- Build deep market intelligence across feedstocks, supply-demand dynamics, and geopolitical factors
- Lead complex supplier negotiations leveraging cost modeling and market benchmarks
- Anticipate raw material trends and align with Technology on cost drivers and material indices

### Innovation & Technology Alignment

- Partner with R&D to identify and commercialize new materials and technologies
- Support innovation and sustainability initiatives through supplier scouting and development
- Drive dual-approval strategies to reduce supply risk and increase leverage

### Supplier Management & Collaboration

- Develop and manage strategic supplier relationships
- Lead alternative supplier and product qualification programs
- Ensure supplier performance meets quality, reliability, compliance, and sustainability standards

### Financial Performance & Analytics

- Own budget-to-forecast processes for raw materials
- Maintain savings pipelines and track validated financial results
- Utilize cost models and pricing tools to inform sourcing decisions and forecasts

### People Leadership & Team Development

- Lead, coach, and develop a team of category managers
- Build capability in sourcing, cost modeling, and market intelligence
- Foster a culture of accountability, growth, and continuous improvement

### Governance & Process Excellence

- Ensure compliance with procurement policies and controls
- Drive process efficiency and digital enablement
- Maintain strong cross-functional alignment across the organization

## Qualifications

### Required Experience

- 10+ years of progressive procurement experience
- Experience in chemicals, coatings, or related manufacturing industries
- Bachelor's degree in Engineering, Supply Chain, Chemistry, Business, or related field
- Proven leadership experience managing and developing teams
- Strong analytical capabilities (cost modeling, forecasting, financial analysis)
- Demonstrated success in cost savings and complex negotiations

### Preferred Experience

- MBA or relevant advanced degree
- Deep understanding of chemical markets and feedstock dynamics
- Experience working in formulation-driven environments

## Key Success Metrics

- Cost savings and procurement value delivery
- Supply continuity and risk mitigation
- Supplier performance and strategic partnerships
- Forecast accuracy and financial alignment
- Progress on dual sourcing and innovation initiatives

## Additional Expectations

- Strong cross-functional collaboration with Technology, Operations, and Finance
- Ability to navigate market volatility and supply chain complexity
- Leadership presence within the procurement organization and across the business
- Commitment to continuous improvement and process excellence

## About Pittsburgh, Pennsylvania

Located in the Pittsburgh, Pennsylvania metro, PPC's headquarters in Cranberry Township places it within one of the region's primary business and residential corridors, known for its accessibility, strong infrastructure, and high quality of life. The broader Pittsburgh area combines a rich industrial heritage with a rapidly growing innovation economy, offering a mix of urban amenities, affordable living, and access to outdoor recreation. With leading institutions like Carnegie Mellon University and the University of Pittsburgh, the region continues to attract talent across technology, healthcare, and advanced manufacturing sectors.

Learn more about the area:

- <https://www.visitpittsburgh.com/>
- <https://pittsburghregion.org/>
- <https://www.cranberrytownship.org/>

## About Cornerstone Executive Search

Cornerstone Executive Search is a leading retained executive search firm that helps great companies recruit great people. For more than 40 years, our firm has excelled in serving our client companies with executive talent acquisition, leadership development and career transition services in Kansas City and across the Central Midwest region of the United States. Our firm has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Management-level positions. To inquire about how Cornerstone Executive Search can serve your executive talent acquisition needs, please [click here](#) to visit our website.

**To apply for this position, please send resume or referrals to:**



***CELEBRATING 40 YEARS IN EXECUTIVE SEARCH***

5200 W 94<sup>TH</sup> TERR., SUITE 202, PRAIRIE VILLAGE, KS 66207

PHONE: (913) 225 - 9776

[SUZANNEC@CORNERSTONE-KC.COM](mailto:SUZANNEC@CORNERSTONE-KC.COM)

**PROJECT: 26-04-1216**

CONSULTANTS TO MANAGEMENT IN EXECUTIVE SEARCH  
MORE THAN 1600 RETAINED SEARCHES COMPLETED