



Job Title:	Executive Director - Healthcare	Position Type:	Full Time
Location:	Sheridan, WY	Date Posted:	10/02/2026
Level/Salary Range:	\$85-125K	Posting Expires:	
Other Requirements	Travel up to 20%		

Submission Information:

Kennon is an equal opportunity employer and will seriously consider every qualified applicant interested in joining our growing team. Please provide a cover letter, resume, and at least one personal and two professional references submitted through our webpage: <https://kennonproducts.com/careers/>

Questions or accessibility issues may be directed to: recruiting@kennoncovers.com

Job Description:

JOB OVERVIEW

The Executive Director – Healthcare leads Kennon’s Healthcare Business Unit and is accountable for strategy, sales impact & growth, product portfolio expansion, budget and P&L performance. This high-visibility role oversees the Healthcare Director of Sales and Sales Operations Analyst, builds strategic relationships and opportunities, and ensures investments produce sustainable, profitable growth. Success requires strong leadership and sound business judgment, with preference for sales and/or marketing experience. This leader must create clarity in a dynamic environment and coordinate with Quality, Purchasing, Manufacturing, Marketing, Engineering, Finance, and Sales to meet customer commitments.

As the Executive Director – Healthcare, you will help in the development and continuation of the business owner culture by modeling our core values of integrity, caring, daring, and responsiveness. You will act as a trusted advisor to our customers, our key partners and our internal team members. This role will report to the Chief Operations Officer.

If you are a strategic and driven leader passionate about making a difference in behavioral health safety, we want to hear from you.

JOB DUTIES/RESPONSIBILITIES

- Develop and execute the Healthcare Business Unit strategy, priorities, market positioning, and portfolio growth.
- Own, track, and analyze the budget, forecasts, P&L, investment decisions, risks, and return on investment.
- Lead, coach, and drive accountability for the Director of Healthcare Sales and Sales Operations Analyst.
- Prospect, build and qualify a pipeline of potential customers, partners, and projects. Connect sales-ready opportunities to the Director of Healthcare Sales.
- Develop trusted relationships with healthcare leaders, facilities, architects, contractors, suppliers, distributors, industry groups, and market influencers.
- Represent Kennon with customers, partners, suppliers, industry groups, and the community. This may include both formal and informal speaking engagements and presentations, tours, and lunch & learns.
- Coordinate Distribution Agreements, Exclusivity Agreements and Sole Source Arrangements with suppliers and customers.
- Identify customer needs, market gaps, competitive threats, and adjacent opportunities; Translate insights into product and go-to-market actions.
- Guide portfolio, pricing, positioning, partnership, launch, and lifecycle decisions.

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1100 Hi Tech Dr | Sheridan, WY 82801 | P 307.674.6498 | F 307.674.7182

- Drive cross-functional execution so requirements, risks, resources, and customer commitments remain aligned to ensure a customer-focus.
- Establish, monitor, and present key metrics for revenue, conversion, margin, pipeline, forecasts, customer experience, strategic initiatives, and ROI.
- Provide senior leadership with concise updates, recommendations, risks, resource needs, and corrective actions.
- Model Kennon's employee-owner mindset and Core Values of Daring, Care, Integrity, and Responsive.
- Perform other duties as required.

MINIMUM QUALIFICATIONS & REQUIREMENTS

Our ideal candidate will have a combination of formal education and relevant experience including:

- Bachelor's degree in Business, Marketing, Engineering, Healthcare Administration, or a related field, or equivalent experience.
- Seven or more years of progressive experience in sales, marketing, business development, product management, general management, or a related leadership role.
- Experience leading teams and complex cross-functional work.
- Demonstrated success developing growth strategies, pipelines, senior-level relationships, and business results.
- Strong financial acumen, including budgets, forecasting, pricing, margins, investment decisions, and P&L management.
- Excellent leadership, communication, presentation, negotiation, analytical, and relationship-building skills.
- Ability to prioritize, decide, and execute in a fast-moving environment with limited direction.
- Proficiency with Microsoft Office and comfort using CRM, ERP, and reporting systems.
- Ability to work onsite in Sheridan, Wyoming, and travel as business needs require.
- Alignment with Kennon's mission, employee-owner culture, and Core Values.

PREFERRED QUALIFICATIONS & REQUIREMENTS

- Experience in healthcare or manufacturing industries. Experience with long sales cycles and working with key decision-makers, such as hospital administrators, architects, and contractors.
- Familiarity with healthcare safety standards, such as those set by The Joint Commission.
- Established network within the healthcare or behavioral health industries.
- Experience in behavioral healthcare, healthcare safety, architecture and design, manufacturing, or another regulated industry.
- Experience with complex sales cycles, strategic partnerships, commercial agreements, product expansion, or market entry.
- Comfort presenting mission-driven impactful products to audiences in both formal and informal settings.

PHYSICAL & TRAVEL REQUIREMENTS

Ability to work in office, customer, conference, and manufacturing environments. Occasionally travel by air or vehicle; and able to carry demonstration materials up to 25 pounds.

ABOUT KENNON

Kennon Products is a 100% employee-owned engineering and manufacturing company with more than forty years of experience designing and producing solutions that protect high-value assets and people. Our Healthcare Business Unit delivers ligature-resistant products that support safer behavioral healthcare environments. Together, we deliver innovative solutions to protect what matters most.