



**Job Title:** Sales Manager North America, Sintered Magnet

**Location:** US

**Reporting To:** Managing Director, Sales Europe, Magnequench

### **Company Overview:**

Neo Performance Materials is a global leader in the innovation and manufacturing of advanced functional materials used in a wide range of technological applications which are essential inputs to high technology, high growth, future-facing industries. With our state-of-the-art processing and manufacturing facilities we are able to produce some of the highest performance rare earth and rare metal based engineered materials in the world. Headquartered in Toronto, Neo operates three Business Units with nine production facilities and a global sales force in Japan, China, Thailand, Estonia, Singapore, Germany, United Kingdom, Canada, United States, and South Korea. Please see [www.neomaterials.com](http://www.neomaterials.com).

Magnequench, a business division of Neo Performance Materials, is a global leader in bonded neodymium-iron-boron (NdFeB) magnetic powders, magnets, and their applications. Our powders and magnets, produced at one of our current factories in China, Thailand and UK and future factory in Estonia, are used to provide high performance magnetics for high-efficiency motors utilized in automotive, factory automation, residential appliances, and many other industries.

Sintered Magnets is a new product line for Magnequench, and the business is developing very quickly in Europe. We will complete the construction and establishment of 2,000MT of capacity in our Phase 1 at a new location in Estonia by the end of 2024.

We are now looking for a sales manager to develop our sales in North America. This is a totally new position and will be a "one person show." It will provide dynamic opportunities for the incumbent who is a self-starter and has a strong mind to drive growth.

### **Position Description:**

This role is to develop the business of sintered magnets in North America. The sales cycle is long. We are looking for someone with an existing network of contacts and a willingness to proactively identify and engage with completely new leads. Working closely with our sintered sales team in Europe, the incumbent will bring strong technical sales skills and key account management experience, developing customer relationships at a strategic level while nurturing project execution step-by-step to final realization. Reporting to the Managing Director, Sales Europe, Magnequench, the role will have significant interaction with senior management, manufacturing units, marketing and research and development teams in Magnequench.

**Key Responsibilities:**

- Work closely with manufacturing and the Director of Sales, Europe and North America, to develop sales with potential customers and deliver individual projects
- Conduct market analysis, identify sales potential, and develop tailored solutions for key accounts
- Identify, analyze and then report to senior leadership on market trends within North America
- Develop and execute marketing initiatives
- Manage and develop strategic relationships with key accounts and decision-makers at C-level
- Develop and implement effective sales strategies
- Lead negotiations and define negotiation strategies, ensuring profitability and customer satisfaction
- Collaborate with cross-functional teams, such as marketing and research and development, to align efforts and deliver comprehensive solutions
- Represent the company at industry events and trade shows, fostering relationships and promoting brand visibility
- Ensure execution of sales is in line with corporate, business unit and site policies.

**Qualifications:**

- Bachelor's or Master's degree in Business Administration, Sales, Engineering
- Technical background (e.g. engineering) preferred
- 10+ years of magnet sales experience, preferably sintered rare earth magnets
- Proven track record of successfully managing and growing key accounts in a complex B2B environment
- Excellent negotiation, presentation, and interpersonal skills with the ability to build strong relationships at all levels
- Self-motivated, long-term oriented and persistent
- In-depth knowledge of industries, trends, and competitive landscape
- Strong strategic thinking and problem-solving abilities
- Willingness to travel (30%) to meet with key accounts and attend industry events