



## Role Description/Candidate Profile

Position : **Sales Manager , Chemicals and Oxides (Europe)**

Department : Sales

Reports to : Managing Director, C&O Europe

Date Prepared : February 2020

## GENERAL ACCOUNTABILITIES

The main objective of the position is to ensure the commercial success of the Neo Chemicals & Oxides organization. Working closely with multicultural Managers/Directors of Manufacturing, Sales, and of Development & Technology, this role requires a combination of strong selling skills with strong market research & business development skills. The Sales Manager, Chemicals & Oxides will help as part of a team to develop strategic direction and plans for the division with respect to all commercial functions including sales, marketing, business development and customer support/customer experience.

## PRIMARY RESPONSIBILITIES

### Sales Management

- Take ownership of customers and the customer interface with the company's product and service offering, making sure that all functions of the organization are aligned to meet its strategic commercial objectives.
- Work directly with core accounts worldwide, but primarily in Europe.
- Work closely with R&D.

### Business Development

- Responsible for the achievement of his/her business area's mission, goals and financial objectives.
- Help to develop new business

### Market Analysis & Forecasting

- Evaluate emerging market opportunities and identify as part of the team pathways to business unit growth beyond existing capacities.
- Understanding of competitive landscape and help to develop strategies to challenge key competitors.
- Identify market opportunities, gaps and trends.
- Incorporate market research, customer/competitor intelligence, emerging technology trends, customer needs/satisfaction, and regulatory dynamics into long-term customer and product roadmaps.

## SECONDARY RESPONSIBILITIES:

- Align the commercial department's values while inspiring confidence and generating excitement and commitment towards the mission.
- Handle special assignments, do in-depth analysis, follow-up on various files and work closely in concert with all members of the division's management team.
- Ensure systems and procedures necessary to the smooth operation of the department and/or division.
- Completes any other tasks as needed or as directed by management.

## INTERACTION WITH OTHERS:

- Close rapport with senior management of the Chemicals and Oxides division.
- Maintain relationships with both existing and target customers.
- Embraces diversity and enjoys working across cultures in a truly global company environment.

**EDUCATIONAL BACKGROUND & EXPERIENCE REQUIRED:**

- Bachelor's Degree in relevant field.
- Minimum 3 years sales experience with metallurgical, chemical, or engineered materials.
- Experience with Rare Earths products and Zirconium preferred.
- Multilingual preferred (Russian will be a plus)
- Working experience with a multicultural organisation very important.
- Ability to communicate, present all levels of the organization, including Executive.
- Proficiency with MS Office products, especially Excel and PowerPoint.
- Strong personal integrity and work ethic, superior judgment, emotional intelligence, the ability to maintain confidentiality, and the ability to show sound judgment and independent initiative.

**TERMS OF EMPLOYMENT:**

- The company will provide necessary office equipment to allow this position to work from a home office.
- This position requires 35-40% travel, internationally.
- Ability to work flexible hours including odd hours (different time zones) and weekends sometimes.

*Please note: The above statement reflects the general details considered necessary to describe the principal functions of the job identified and shall not be considered as a conclusive description of all work required in the position.*