



## **Business Development Manager of High Purity Materials & Recycling**

### **Neo Performance Materials (Peterborough) ULC**

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).

Neo Performance Materials (Peterborough), ULC, is a subsidiary company to Neo Performance Materials, and part of Neo's Rare Metals Division. Neo Performance Materials (Peterborough), ULC, employs approximately 20-25 employees in its production team, and hosts an addition 5-10 employees for the divisions R&D/Technology Group.

We are currently looking for a Business Development Manager of High Purity Materials & Recycling.

#### **Position Description:**

The **Business Development Manager of High Purity Materials & Recycling** is responsible for the financial and operational success of the Rare Metals division's gallium, indium and recycling business lines.

The position has P&L responsibility for Neo's Peterborough, Canada production facility, and actively manages operations, sales, and procurement functions for the site. The position coordinates operations activities with the Plant Manager in Peterborough and commercial activities with Sales & Procurement Manager in US. The **Business Development Manager of High Purity Materials & Recycling** will be responsible for coaching and development of the direct reports. This role is based in Peterborough, Ontario, Canada.

#### **Key responsibilities:**

##### General

- *Accountable for corporate and divisional goals and objectives as they pertain to Neo Performance Materials (Peterborough), ULC.*
- *Oversees and manages Peterborough's business, including, but not limited to, operations, sales, procurement, and business development.*
- *Establishes cost, sales & procurement parameters, and shares P&L accountability for Peterborough with Finance Director.*
- *Defines goals, improves performance, and resolves problems in conjunction with direct reports.*
- *Leads a culture of Continuous Improvement and Operational Excellence.*

##### Production

- *Develops operations-related plans, budgets, policies, and procedures.*
- *Accountable for the Environmental, Health and Safety performance of the production facilities at Neo Performance Materials (Peterborough) ULC.*
- *Ensures resources are available and succession planning is established to facilitate the Plant Manager to achieve prescribed goals and objectives.*

**Sales, Procurement, Marketing & Business Development**

- *Directly oversees gallium and indium sales worldwide.*
- *Directly oversees procurement of gallium and indium bearing materials worldwide.*
- *Establishes sales and procurement plans and policies that define responsibilities between him/herself and the Sales & Procurement Manager.*
- *Ensures execution of sales and procurement is in line with corporate, divisional and site policies.*
- *Performs regular market analyses and reports.*
- *Develops and executes marketing initiatives.*
- *Identifies and analyzes markets trends and opportunities for business growth.*

**Qualifications:**

- *University degree in Engineering or Business*
- *Experience in management of operations, sales, procurement, or business development*
- *Experience of team management across functions*
- *Passion for coaching and developing people*
- *Clear leadership and communication skills*
- *Ability to plan and manage budget, resources and HESS of the facility*
- *Ability to drive a continuous improvement culture and challenge the status quo*
- *Ability to work with people across cultures*

**Application:**

If you are interested in this role, please send in your application and CV to [hr@neomaterials.com](mailto:hr@neomaterials.com)

Please note that only shortlisted applicants will be notified.