



Job Description

Senior Technical & Sales Manager for Recycling and Strategic Materials

Job Description:

The role of Senior Technical & Sales Manager for Recycling and Strategic Materials is based at Neo Performance Materials ULC. This role is responsible for the financial and operational success of the Rare Metals division's gallium, indium and recycling business lines. To achieve financial success, this role will be accountable to grow the business in alignment with the company's strategic priorities.

The position will coordinate operations activities with one (1) direct report in Peterborough (the Plant Manager) and commercial activities with one direct report in the USA (Sales & Procurement Manager). This role will be located in Peterborough, ON - Canada, and engage with customers and government agencies in North America, Europe, and Asia. Detailed Job description attached.

Key Responsibilities:

Business Development

- Driving the Strategic Initiatives and Growth Plans for Neo Performance Materials (Peterborough) ULC
- Collaborating with U.S., European and Asian government agencies on new and existing semiconductor installations
- Leveraging positive relations with the government agencies and working with semiconductor manufacturers to deploy environmental solutions for the collection and concentration of waste streams that will become feed for Neo Performance Materials (Peterborough) ULC recycling process
- Coordinating the work of regions, divisions or departments
- Identifying government sponsored funding for the development of primary and alternative gallium source development
- Resolving barriers with the important importing and exporting of gallium bearing materials worldwide
- Developing and negotiating creative, long-term, takeoff and alternative supply agreements
- Establishing objectives for the company and formulating or approving policies and programs
- Engaging with customers, suppliers and government agencies in North America, Europe and Asia to identify growth opportunities, executing strategic initiatives and ensuring that Neo's brand is promoted
- Solving complex multi-layered issues with 3-way business links: sales, supply chain and logistics

General

- Authorizing and organizing the establishment of major departments and associated senior staff positions
- Accountable for corporate and divisional goals and objectives as they pertain to Neo Performance Materials (Peterborough), ULC



- Overseeing and managing Peterborough's business, including, but not limited to, operations, sales, procurement, marketing and business development
- Defining goals, improving performance, and resolving problems in conjunction with direct reports
- Leading a culture of Continuous Improvement and Operational Excellence
- Allocating material, human and financial resources to implement company policies and programs; establishing financial and administrative controls; and approving overall personnel planning

Requirements:

- Bachelor's or Master's degree In Business Administration, Sales, Engineering, or a related field. **(Master of Science in Engineering & Technology Management)**
- Minimum 8-10 years of progressive experience in sales
- Experience and demonstrated proficiency in navigating government contracts/communication with respect to environmental solutions
- Experience with Asian culture and customers
- Experience and demonstrated proficiency in business development in North America, Europe and Asia
- 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
- Strong strategic thinking and problem-solving abilities
- Ability to bridge gaps between conflicting teams and reach consensus quickly
- Willingness to travel (30%) to meet with key accounts and attend industry events
- Experience and passion for business development and negotiation
- Clear leadership and communications skills
- Ability to plan and manage budget
- Ability to drive a continuous improvement culture and challenge the status quo
- Ability to work with people across cultures

Employer: Neo Performance Materials ULC

Position: Senior Technical & Sales Manager for Recycling and Strategic Materials

Terms of Employment: Full-time / Permanent

Location: Peterborough, Ontario

Employment Address: 625 Neal Drive, Peterborough, ON, K9J 6X7

Hours of Work: 40 hours/week

Language: English

Benefits: Employee and dependent life insurance, accidental death and dismemberment insurance, optional dependent life insurance, long term disability insurance, extended health, dental care, vision care. RRSP matching of up to 5% of annual salary.

Contact: Please send resumes to hr@neomaterials.com and include "Senior Technical & Sales Manager" in the email subject line.