



SANFORD ROSE ASSOCIATES®
EXECUTIVE SEARCH

CAREER OPPORTUNITY: Vice President of Sales

CLIENT: Sanford Rose Associates – Annapolis has been retained exclusively to fill this CONFIDENTIAL search assignment

POSITION REPORTS TO: President

LOCATION: Houston

COMPENSATION/BENEFITS: Competitive Base Salary based on relevant skills and experience; performance bonus, LTI potential and comprehensive benefits package.

RELOCATION: Provided but may not be required.

TRAVEL EXPECTATIONS: Up to 50% overnight, domestic and international travel

AVAILABILITY: Immediate Need

ESSENTIAL CRITERIA INCLUDES

- **Experienced and successful Sales and Business Development Leader with a track record of success in either the chemical, minerals or capital equipment – continuous processing industries.**
- **Proven effective in Sales & Sales Management, Strategic Plan development and execution, contract negotiations and creative problem solving.**
- **A Strategic Thinker with a solid background and understanding of Market Dynamics and Business Economics.**
- **Recognized for being highly customer focused with a high sense of urgency & bias for action.**
- **Exceptional interpersonal, collaboration and teamwork skills – cross functionally and cross culturally.**

EXPERIENCE IN THE FOLLOWING AREAS

- Ten plus years of Sales and/or Business Development experience in a global manufacturing company selling in B2B environment with global markets and sales locations.
- Must have demonstrated effective leadership ability – hiring, developing, engaging sales staff; establishing and implementing performance metrics.
- Previous experience in an organization practicing continuous improvement helpful.
- Accomplished at leading strategic assessment of markets, sales channels, products & services as well as the use of strategy deployment tools and methodologies.
- Ability to establish, build and maintain strong interpersonal relationships throughout the customer organization and internally - at all levels and with both business and social interactions in international situations.
- A self-starter with excellent planning, organizational and time management skills needed to manage multiple priorities; work with multiple customer sites, regions and functions; negotiate and close complex contracts and supply agreements; interface with senior/C-level global customer contacts.
- Exceptional listening and communications skills – verbal, written and formal presentation formats.
- Computer literacy: Proficient in the use of Microsoft Office Suite of Products (Outlook, Word, PowerPoint, and Excel).
- Bachelor's degree required. Preference for a degree in a technical field such as engineering or science. MBA is also preferred.

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SELECTED DELIVERABLES

- This role represents an investment in an addition to staff to increase the focus on specialty applications and other high growth segments of the business in order to meet or exceed the overall sales volume and revenue objectives.
- Lead planning and execution of strategies to increase sales and company growth.
- Secure long term contracts with new customers, as well as manage ongoing contracts.
- Lead a regular strategic assessment of existing and potential sales channels and products.
- Increase sales by identifying new opportunities for growth, including new client identification and product positioning.
- Support new product development, including product research, marketing, and pricing.
- Monitor customer, market and competitor activity and provide feedback to company leadership team and other company functions.
- Maintain customer, industry, and related contacts to anticipate developments and trends in concepts, programs and other areas; evaluate applications and implements strategies.
- Manage key customer relationships (C-level) and participate in closing strategic opportunities.
- Provide leadership, direction, and support for all sales staff and directly supervise sales staff.
- Establish and implement metrics to measure and drive performance of sales/marketing team.

COMPANY CULTURE/BACKGROUND

- This is a unique opportunity to join a financially stable, well-positioned and respected technology-based company that develops, produces and markets basic & specialty material products for environmental, energy, polymer and consumer products industries.
- This senior leadership role, based out of the global headquarters' location for the business segment, provides a rare career opportunity to join a highly experienced and technically competent team to learn, grow and lead the growth efforts of the company managing sales to a key business segment and some of the highest profile customers in their business.
- This role will be working with a highly committed, responsive and experienced global team with an unusually high sense of ownership and shared accountability. It calls for a self-starter with the ability to work independently yet know and understand how to work collaboratively in a mutually supportive cross-cultural team environment.
- The ideal candidate will come from a chemical and/or continuous manufacturing process background successfully leading sales and business development for a global manufacturing company, having global markets and sales locations.
- To succeed in this role the ideal candidate must model and support a high level of customer focus and service, a bias for action and at the same time the highest standards of honesty, integrity, trust, teamwork and accountability.