

# **CORTEC CORPORATION**

## **Job Posting**

**Position Title**                      Regional Sales Manager, Germany/Austria/Switzerland

**Reports To**                              VP Sales, Europe

### **Position Summary**

Responsible for achieving sales and profit targets for assigned territory and developing a strategic plan that guarantees both short term and long range financial growth of assigned region.

### **Position Accountabilities**

**The following are essential job functions.**

- In conjunction with VP of Sales, Europe, establish sales and growth objectives for your territory.
- Meet and exceed gross sales and gross profit objectives for your assigned territory.
  - Develop and cultivate contacts throughout your territory
  - Work effectively with distributor partners to maximize sales at acceptable gross profit margins
  - Identify competitive situations and negotiate appropriately to maintain or gain business
  - Obtain leads and follow-up appropriately
  - Make personal visits to customers and potential customers with or without distribution partners
  - Attend, make presentations at and participate in conferences to generate leads, establish credibility and raise awareness of the Cortec brand
  - Address customer complaints in a reasonable timeframe with acceptable results
- Manage sales pipeline for developing new business
- Strategic account management for multi-national customers with locations in the region
- Participate in internal strategic sales meetings to review achievement of projected goals and objectives.
- Ensure effective communication occurs within the assigned sales division and with customers and other Cortec divisions/departments in a timely, professional manner.
- Other related duties as assigned.

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### JOB SPECIFICATIONS

**Minimum Education** Bachelor's degree or equivalent experience.

**Minimum Experience** Five years' previous sales experience in a business-to-business industrial marketplace. Previous experience in chemical industry helpful.

### **Competencies**

1. **Action-Oriented.** Takes on new opportunities and tough challenges with a sense of urgency, high energy and enthusiasm.
2. **Collaborates.** Builds partnerships and works collaboratively with others to meet shared objectives (both within Cortec and external, in customer networks and with distributors).
3. **Communicates effectively.** Develops and delivers multi-mode communications that convey a clear understanding of the unique needs of different audiences.
4. **Manages complexity.** Makes sense of complex, high quantity and sometimes contradictory information to effectively solve problems. Knows the product line and most common applications.
5. **Customer Focus.** Builds strong customer relationships and delivers customer-centric solutions.
6. **Builds networks.** Effectively builds formal and informal relationship networks inside and outside the organization.
7. **Persuades.** Uses compelling arguments to gain the support and commitment to others.
8. **Plans and Aligns.** Plans and prioritizes work to meet commitments aligned with organizational goals.
9. **Being resilient.** Rebounds from setbacks and adversity when facing difficult situations.
10. **Resourceful.** Secures and deploys resources effectively and efficiently.
11. **Drives results.** Consistently achieves results, even under tough circumstances.
12. **Instills trust.** Gains the confidence and trust of others through honesty, integrity and authenticity. Maintains relationships.

### **Other Requirements**

- Job requires oral and written proficiency in English
- Job requires proficiency in Microsoft Office
- Job requires frequent communication via telephone and email
- Job requires 80% travel(including overnights) throughout region