

Norit NV

Country Manager Norit Middle East

In order to implement and manage the growth strategy in the Middle East the Norit Group is looking for a Country Manager Middle East. Currently the sales and after-sales services of all Norit Business Units is handled through different channels, either through several agents & distributors in the Middle East or directly from the Norit Business Units in Europe.

The Country Manager is responsible to implement the growth strategy based on the current Norit offerings in 3 divisions: Activated Carbon, Water (point-of-use, point-of-entry, membranes, systems and pumps) and Food, Beverage, Dairy and Pharmaceuticals (valves, beer and beverage systems, quality control and CO₂-Systems). After submitting a detailed business plan, which needs to be compiled in close cooperation with the existing organization, a final decision will be taken about the location of the legal entity. The existing organization will be integrated in the team, additional hires will be recruited immediately.

Objectives:

- Achieving Profit, Sales and Marketing targets for all Norit business units within the Middle East
- Developing and implementation of the strategy and realization of the targets of Norit Middle East
- Successfully managing all commercial and general management activities, by:
 - motivating direct reports and improving sales effectiveness
 - stimulating and integrating external agents, distributors, and OEM's
 - strengthening client relations
 - managing a highly effective supporting structure (accounts, marketing, back-office, logistics, HR)
- Developing new clients and channels across the Middle East

Responsibilities:

- As the Country Manager take the lead responsibility for the Company's strategy, objectives and profit
- Developing, monitoring and timely correcting Marketing- and Sales Plans according to agreed budgets
- Developing, monitoring and submitting Financial (P&L, Expenses, Cash flow) Reports
- Maintaining & strengthening the excellent commercial relations of the most important clients in those markets and markets where Norit is active; integrate the existing indirect sales channels (agents & distributors)
- Setting, monitoring and correcting selling prices and contract conditions for clients and end users;
- Develop, implement and maintain internal procedures for all main processes
- Developing and implementing a continuous process of cost-cutting programs to safeguard the current position of cost leader
- Managing timely input and its quality of Sales forecasts, Budgets, and Reporting;
- Feeding the company with relevant analysis and recommendations to further improve its performance
- Motivating and coaching the departments staff

Profile:

This is a senior management position within the Norit Group, a reputable and successful company. For this position, we are looking for a professional with a successful (international) commercial track record in a qualitative Industrial/Chemical company preferably in the water treatment technology related engineered products and solutions in the industrial and municipal business sectors, or process technology for food, beverage, dairy, pharmaceutical processing. At least 10 years in Sales & Marketing management (both commercial and technical). Complementary experience in Trade is welcome. Definite line stature.

Result driven, strategically strong, innovative, client and market driven. Flexible, change for the better. The ideal candidate must have proven experience of working effectively in a process driven environment. At ease to operate on an international platform.

True challenge for a driven leader with the opportunity to implement own views on international market development focused mainly on the market in the Middle East initially. Entrepreneurial attitude is key to the position. Has, so far, had a progressive career and now holds a Commercial position (VP Sales or Marketing, Sales or Marketing Director, Business Unit Director) with portfolio, margin and volume responsibility, in a professionally managed Marketing & Sales organization.

Age : 35 - 55 years old (not limitative).
Languages : Excellent command of the Arabic and English language.
Education : Academic degree or Third Degree Level,
technical or chemical or commercial oriented.

Personal Characteristics:

- Strong analytical skills, works systematically and is able to oversee the integral operation of multinational and operating companies. Vision and sound judgment;
- Keeps focus on agreed targets and objectives. Result driven, desire to win, ambitious, passionate, good is not enough, energetic, perseverant. Outward oriented, entrepreneur, commercial, strong negotiator, dealmaker. Market and client driven;
- Strong innovator, can develop new concepts and solutions, also has the ability to “sell” ideas. Able to make the conversion from concept to practical solution;
- Excellent communicative and inter-personal skills. Managerial skills to operate effectively at all levels within an organization. Mature personality, gains credibility on basis of knowledge, experience and result. Natural leader with flair. Confident. Impactful, strong presentation skills. Team leader and player who has a strong understanding of the Middle East culture;
- Pragmatic, line manager, manages by shopping around. Open to new ideas, flexible, adaptive, eager to learn, risk taking, full of initiative, inquisitive. Independent in thinking and doing, critical but also a diplomat.
- Good sense of humor, can take distance, listens to others, accepts different opinions, a leader and certainly a team player. Cooperative, able to build bridges. Sensitive, respect for different cultures. International outlook.

Location:

To be decided (for example UAE, Qatar. Kuwait, Saudi Arabia)

For more information, please contact:

Menno M. Holterman
Chief Growth Officer, Member Board of Directors
T +31 74 2550777
E m.holterman@noritpt.com