

Norit NV

Country Manager Australia

Currently the sales and after-sales services activities of all Norit Business Units are handled through different channels, either by a Sales Manager from one of the Norit Business Units working from his home-office in Europe, or through several agents & distributors in both Australia and New Zealand. In order to support the growth strategy for Australasia, the Norit Group has decided to strengthen its operations in the region by establishing a Norit office and appointing a Country Manager for Norit Australasia (Australia, New Zealand and Papua New Guinea).

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. It is expected that the first year staffing will be 4 – 5 senior sales and support personnel and an appropriate administrative staff to support the operations.

Objectives:

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

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 Australia 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 - 48 years old (not limitative).
Nationality : Australian (preferred)
Languages : English

Education : Academic degree or Third Degree Level, technically or chemically or commercially 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. Full of impact, strong presentation skills. Team leader and player who has a strong understanding of the region;
- 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, and 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 (currently investigating both the Sydney and Melbourne areas).

For more information, please contact:

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

Duan Shaleite
Managing Director, Asia Pacific
T +86 21 6340 6969
E duan.shaleite@norit.com.cn