

JOB PROFILE

Plixsent B.V.
Regional Sales Director (Western Europe)

Entrepreneurial, passionate and energetic



Place of Employment: Netherlands: Foxhol (Groningen)

1. PLIXXENT B.V.

PLIXXENT offers innovative polyurethane-based technologies. As a specialist for standard solutions and customized systems, Plixsent accompanies her customers along the entire value chain – from initial consultation to an after-sales support. The company serves customers who demand a high degree of flexibility and customization. In-depth know-how in the development, production and processing of polyurethanes, flexibility in the procurement of raw materials and a European team with decades of experience makes Plixsent a reliable, high-performance partner – and an attractive employer with a wide range of career opportunities.

The PLIXXENT Group was founded in 2019 from the systems house division of Covestro. Together with a highly motivated team of about 300 employees at locations in Germany, Denmark, Italy, Spain, UK and the Netherlands, Plixsent is working at a high level. Since the privatization the organization is developing into a new structure with focus on continuous improvement of processes, quality and customer relationships. Plixsent is ambitious and constantly looking for new opportunities to serve the market at its best. All this in an atmosphere characterized by entrepreneurship, passion and an energetic vibe.

See the website: <https://www.plixsent.com/> for a company video

Position within the company

As Regional Sales Director (The internal job title is Head of Sales), you are in charge of the sales team, in total 7 professionals; international account management and inside sales. you are part of the local management team in Foxhol.

You report directly to the CSO within the holding of Plixsent, located in Hamburg (D)

2. POSITION

You are responsible for managing all sales operations for your sales region: Western Europe. You lead the sales team in Foxhol, which consists of account managers and inside sales. Two of your team members are located in France, where they manage the area. For your region, you develop and execute a sales plan with short and long term goals, to contribute to the sales of the entire company. You are part of the local management team to be the linking pin between sales and

for example R&D, finance and operations. You report directly to the CSO within the holding. Your duties include drafting sales reports, meeting sales targets, and estimating sales profit for products.

It is your task to keep an overview of the market and its developments, conduct market research and you are able to translate relevant issues to your daily and long term strategy. You will coach and lead your team in excelling themselves, build future proof relationships with your customers and inspire them in personal development, to keep up with the market and company demands.

You are outgoing, find yourself rather in the field than long days in the office at your desk. You make sure that your known within the entire company, develop and maintain yourself a stable network both internal and externally. Within this you make sure you have an overview on the facts en figures of your team performance and take part in strategic discussion about mid- and long term goals. Summarized: A challenging, hands on, position where you are both close to the field and the strategic and policy decision-making.

3. TASKS AND RESPONSIBILITIES

- Design and implement strategic plans to reach sales targets in the region
- Lead and motivate staff to improve customer service with clients.
- Cultivate lasting relationships with customers to grow customer loyalty.
- Develop and promote weekly, monthly, and quarterly sales objectives.
- Draft detailed and accurate sales reports.
- Assess costs, competition, and supply and demand to identify selling prices.
- Estimate sales volume and profit for current and new products.
- Control actuals vs targets.
- Watch competition activities and leverage experiences.
- Stir the activities of key industries.
- Define sales strategy and sales areas.
- Develop sales plan (mid and long term) and implement into the organization.
- Be a coordinator of active tasks within all functions (Supply Chain Centre, Research & Development, Human Resources and Health, Safety, Environment & Quality (HSEQ)) to ensure business is running smoothly and functions are aligned towards company team goal.
- Define customer structure and customer pricing tactics.

4. PROFILE

- You successfully completed studies with a Bachelor or master's degree – ideally in the chemical sector or economic sciences. Ideally a Sales Expert with experience in the (chemical) industry or a industrial background with additional economic sciences/sales (for example MBA).
- You have a minimum of 5 years related experience in relevant roles in Sales and/or Marketing.
- You are experienced in leading a team that is in the field most of their time.
- Knowledge of the Polyurethane market and of Polyurethane technology would be an advantage.
- Fluency in English (speaking and writing); Dutch, French and German would be a benefit.

- You are driven in innovation and always looking for improvement.
- You are willing to be visible at the office in Foxhol regularly and don't mind to travel international on a regular basis.

5. COMPETENCES AND QUALITIES

- Leadership skills.
- Strategy vision.
- Analytical thinking.
- Negotiation skills; communication and listening skills
- Team building and interpersonal skills, Cooperation – teamwork.
- Change Management.
- Problem solving and solution oriented.
- High interpersonal awareness and social skills.
- External networking and benchmarking of best practice.
- Intercultural mindset.
- Approachable.
- Hands on.
- Decisive.

6. PLIXXENT B.V. OFFERS YOU

A state-of-the-art working environment and all the advantages of a medium-sized, international company in start-up mode. Plixxent offers freedom to contribute your own ideas and take on responsibility. Plixxent cultivates a collegial atmosphere and work in a project-oriented manner.

We welcome your English CV and motivation letter.



CONTACT

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