

Business Development Manager – Peterborough

**Be part of something special.
Join Vanden Recycling UK.**

At Vanden Global, we're passionate about transforming waste into a valuable commodity. Our mission is to make it simple for businesses to deal with their waste in an environmentally responsible and cost-effective way.

And since we started on our journey, back in 2005, we've gone from strength to strength. We've developed a worldwide presence, serving hundreds of customers in over 20 countries. And we've grown a strong, capable team of colleagues who are dedicated and loyal.

Our recycling facility based in Whittlesey (PE7 2EX), which opened in March 2017, specialises in the collection of a variety of plastic and polymer processing and manufacturing industrial waste across the UK. Such material includes everything from production over-runs, offcuts, lumps/purge and packaging from polymers such as ABS, HDPE, LDPE, MDPE, PC, PET, PP, PS and PVC.

Obtaining targeted quality input materials, securing their supply and closing cost-effective deals from new and existing suppliers will be your top priority. This position will require you to carry out detailed planning, analyse mistakes and be creative so that you meet and exceed customer and supplier expectations.

The current landscape:

At a sector level, the industry is experiencing a surge of interest. As plastics gain increased media coverage, scrutiny is being placed on unrecyclable plastics which will lead to significant packaging design changes. The result is a larger volume of recyclable plastic which with greater public and industry awareness will result in favourable business conditions, particularly for our production site in the UK.

Organisationally, we're also faced with the opportunity to establish Vanden's position: capable of leading the way in creating an efficient and vertically integrated supply chain. As a result, we need the right people in place; and we are expanding our Business Development Officer team to support us in our ambitious aims and develop the manufacturing side of our business.

The invitation:

It is indeed an exciting time to join Vanden. We're in a strong position, and we are confident that with the right team we can go from success to success. We see the Business Development Officer as forming part of our platform for growth, for both the successful candidate and for us. To join us on this exciting journey, we need brilliant people who share our ambition and are ready for the next, most exciting part of our story: could that be you?

Nature and scope of the role: Our ideal candidate

BDO's are goal-orientated, get their hands dirty, perhaps working on the factory floor at times and on-site with our customers and suppliers. They turn challenges into opportunities to demonstrate that Vanden can quickly solve problems. When things are tough, BDOs take perspective, step back and remain objective because they leave their ego at the door instead of bringing it into the conversation. In this way, we stay flexible, seek to pinpoint what really matters and find workable actions, quickly. That is how we thrive in a competitive market. Our people are eager to stay up-to-date by reading, attending training and take ownership of personal development, personally.

Our Values:

Attached with this job description is a copy of our company Values. We're looking for candidates who share these values and behaviours that mark us as individuals yet bring us together collectively as Vanden people, to produce exceptional outcomes.

Application Process

How to apply:

To apply, you are required to produce a CV and personal statement. These need to be tailored to the job description and person specification and show how you reflect the technical and behavioural requirements. Please email HR@vandenrecycling.com.

The selection process:

Successful candidates will be invited to attend a multi-phase assessment that includes:

Step 1: A formal interview

Step 2: Creating a 90-day plan for the role based on your knowledge/experience and the job requirements

Business Development Manager – Peterborough

Job Summary

To best support us, our ideal candidate will have the ability to close the sale as an essential skill. While we provide sales leads whenever possible, we will expect you to take the initiative to prospect. Success often requires several meetings, over a period ranging from one month to one year, as many suppliers are committed to longer-term arrangements. Therefore, when interested a supplier will need time to make an agreement with us. You will need to be patient yet tenacious, encouraging, optimistic, persistent and use the meetings to deepen the relationship. By using an entrepreneurial approach to new and, in due course maintain existing business you will be competitive and with a need to win through identifying and negotiating for correct input material quality at the best price.

As a BDO you will drive and back first-class customer service. Often, suppliers will need tailored collection plans and installation of unique solutions. In response, you will need an open mind-set, and work flexibly with innovative ideas, yet be practical in delivery. Problem solving dialogue provide opportunities to build and enjoy the interaction with suppliers, demonstrate empathy, be very persuasive and personable. As a strong performer you will be; an excellent communicator, impatient to use your initiative and be both investigative and imaginative, able to thrive on change, restless and pro-active, a multi-tasker with enthusiasm.

With no fear of failure, you will appreciate being performance measured and use this information to hone your future strategies and tactics. We expect adherence to our processes and procedures, be able to take direction and to complete administrative 'grunt-work' with good grace and competence. Motivated to achieve by managing the tension between logic and emotion, being impulsive versus procrastination, our ideal candidate is reasonably spontaneous and usually quite logical and disciplined.

For the right candidate, as an exceptional performer on a commercially-focused path to achieve stretch targets, our attractive commission structure represents a chance to double your salary potentially, depending on your base. Therefore, this role is suited to an ambitious individual who will drive the development of the BDO role.

Role Requirements:

To be considered for this role, candidates will have business development/sales experience that includes developing new customers through prospecting and cold calling. They will be adept at effectively managing their time to maximise their activity and will be comfortable with being out on the road for approximately 3-4 days per week. Motivated to learn about plastic/polymer recycling as necessary to use what they discover to develop both new and existing business so that they can use curiosity to explore customer needs and personalise purchasing/sales tactics.

Essential Duties & Responsibilities

Business Development & Delivery:

- > Identify industries producing plastic/polymer processing and manufacturing industrial by-product waste which meet the plant supply requirements
- > Employ a range of business development strategies and tactics in person and via phone, for example, prospecting, cold calling, networking, attending conferences and trade fairs, and;
- > Utilize contextually relevant purchasing strategies and tactics during site visits to identify customer needs and inspect supply suitability;
- > Test-out the workability of a customer's view to counter objections and move towards closing a deal
- > Creatively develop bespoke solutions - under guidance from Director of Business Development - to deliver both optimal value to the customer, and to meet company performance targets
- > Plan and organise site visits to (typically, be on the road 3-4 days per week) optimise the use of time
- > Negotiate prices and terms of service
- > Actively engage with people across the organisation to develop skills and share knowledge

Client Retention:

- > Apply initiative and energy to pursue new deals and drive sales to completion with existing customers
- > Develop and enhance existing customer relationships
- > Find creative solutions, innovative techniques and strategies to grow business with existing customers
 - > Utilize contextually relevant purchasing strategies and tactics during site visits to identify customer needs and inspect supply suitability;
 - > Deepen relationships, test-out the workability of a customer's view and counter objections to move towards closing a deal
 - > Meet company performance targets
 - > Plan and organise site visits to (typically, be on the road 3-4 days per week) optimise the use of time
 - > Engage in constant and active risk management, to ensure the product is supplied as per the company quality requirements
 - > Analyze customer accounts to ensure ongoing profitability of contracts, and;
 - > Work with other departments necessary to address customers' needs.

Reporting & Management:

- > Keep detailed logs in CRM of all activities:
 - > Provide feedback to Marketing & Management team
 - > Submit weekly progress reports with metrics on sales activity
 - > Track and record activity on accounts
 - > Create and maintain accurate records of customer information
 - > Collect and record data on material specifications and requirements to maximise immediate and future opportunities
 - > Use knowledge of competitors and the market to identify and develop Vanden's unique selling propositions
 - > Consult with senior management to share business trends intending to extend market penetration and services further

Industry Familiarization and Personal Development:

- > Develop a thorough understanding of the nature of the business, e.g. by working on the factory floor from time to time (must be willing to get hands dirty)
- > Research and develop a thorough understanding of the organisation's people and capabilities
- > Research and develop a thorough understanding of customer businesses, e.g. their supply chain, production process and finished products

Person Specification

(all criteria are essential unless otherwise indicated)

Knowledge (Education & Related Experience):

- > Significant sales/business development experience and:
 - > a proven track record in developing new business accounts 'from scratch.'
 - > a proven track record in working to and exceeding financial targets
- > Experience in handling and overturning objections and converting into sales
- > Experience of successfully using a range of sales techniques to secure new business, e.g. cold calling, networking.
- > Experience of being based 'on the road' e.g. prospecting, planning travel and selling to clients on a face-to-face basis within a specified geographical area
- > Experience of successfully handling multiple pipelines at once
- > Experience of using a CRM system to record accurate customer data
- > Knowledge of finances e.g. understand production cost impact on procurement

Skills & Abilities:

- > Able to stand back and review data/information to see the 'big picture.'
- > Apply logic and reasoning to appraisal situations
- > Anticipate opportunities and risks
- > Capable of building rapport quickly with colleagues and customers
- > Able to negotiate effectively with customers
- > Adept at effective colleague collaboration in achieving results
- > Manage and respond rapidly to changing/competing priorities
- > Highly organised, able to work independently to plan own time, e.g. use electronic calendars and reminders
- > Capable of following internal (buying) procedures
- > Able to present and clearly communicate information in speaking and writing
- > Able to ensure tasks are completed on time and to a high standard
- > Adept in using Excel, Outlook, Word, PowerPoint, Skype
- > Capable in effective internet research (not only Google)

General Attributes:

- > Willing to take ownership of the role and drive success
- > Persuasive in approach with a 'can do' attitude, mindful always of the customer and their needs (also knows when to say "No")
- > Willing to learn about customer businesses, e.g. processes, products, limitations and inquisitive in approach
- > Self-aware and reflective about successes and failures e.g. focuses on facts and evidence over 'story', seeks feedback
- > Resilient approachable to quickly overcome disappointment and failure
- > Willing to learn and follow internal processes, yet happy to suggest improvements
- > Professional and ethical in their approach
- > Committed to on-going personal and professional development