

Junior Trader & Field Quality Inspector

Based in Netherlands

Be part of something special. Join Vanden.

At Vanden, we're passionate about transforming waste into a valuable commodity. Our mission: **"Build the world's largest recycled plastics commodities company"**

And since we started on our journey, back in 2005, we've developed a worldwide presence, serving hundreds of customers in over 50 countries. And we've grown a strong, capable team of colleagues who are dedicated and loyal.

We are headquartered in Hong Kong with operations and representation in Australia, Finland, Ireland, Turkey, Spain, Netherlands & UK. We operate a factory based in the UK specialising in the collection and recycling of plastic waste generated from industry and manufacturing.

Our ideal candidate

Goal-orientated, not afraid to get their hands dirty and love to close deals constantly. They turn challenges into opportunities and quickly solve problems. When things are tough, take perspective, step back and remain objective to ensure the desired outcome is achieved. In this way, we stay flexible, seek to pinpoint what really matters and find workable actions, quickly. Our people are eager to stay up-to-date by reading, attending training and take ownership of personal development.

Our Values:

Living the Vanden Values is a key part of our culture. Our Values were created by the people in the business. Over a 6-month period in early 2018 we brought all our teams together to determine what it meant to be part of Vanden. Through a combination of telling stories of colleagues in action and establishing the type of environment we want to create, our 6x core values were born!

These are an important part of understanding if Vanden is right for you! Please take a look on the last page for a full description.

Application Process

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. Applications can be submitted to hr@vandenrecycling.com.

The selection process:

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

Step 1: Interview 1

Step 2: Interview 2

Step 3: Interview 3

Step 4: Reference Checks

Expected timeline to complete is 3-4 weeks depending on candidate & reference availability.

Job Summary

Your role will be to assist the New Market Development Manager and other senior traders to develop a diverse supply base of scrap and recycled plastic, conduct quality inspections in the field and perform ad hoc tasks that will help to drive commercial success.

This is largely a road based role, spending around 3 days per week driving to visit suppliers in western Europe, conducting quality inspections and gathering information. This will involve lots of time outside in recycling yards gathering samples and getting your hands dirty. Extensive training will be provided prior to starting the role and continuously on the job.

Office based days will be spent conducting research, prospecting, cold calling, networking and maintaining contact with clients to enable constant business growth. Issuing reports from site visits, compiling product offers and quotes will also form part of the daily routine.

In performing this role you'll gain extensive knowledge about plastics, recycling and international trade that can only be learned on the job. Consistent and successful execution of the duties will set you up to become a Business Development Manager or Senior Trader in the future.

Working closely alongside an experienced global team, you will take an 'on-the-job' approach to learning, benefitting from the wealth of experience available.

Success is achieved through a disciplined and consistent approach to servicing existing and new suppliers, methodical use of the CRM, conducting rigorous quality checks and constantly gathering market intelligence.

This role is suited to an ambitious individual who is driven, disciplined and motivated, goal driven and wants to be part of a Values driven organisation in a growth industry.

Essential Duties & Responsibilities

Business Development & Delivery:

- Conduct visits to waste management, recycling and manufacturing sites to inspect material quality or product loadings and gather product and market information
 - Approx. 3 days per week on the road with up to 4000km per month by car
 - Overnight stays on a weekly basis can be expected
- Take photographs and collect samples of product according to company standards
- Compile visit reports and organise information to enable senior traders to execute deals
- Compile product offers and quotes to enable senior traders to execute deals
- Organise, catalogue and distribute samples to customers
- Actively seek out new supply sources through research, prospecting, cold calling, networking, social media, attending conferences and trade fairs
- Keep detailed logs in CRM of all activities constantly
- Maintain accurate records of client information in CRM, including available materials
- Perform routine administrative tasks and perform ad hoc duties that assist management or senior traders to focus on commercial deal making
- Contribute to developing standard operating procedures for sales and customer service to mitigate risk and ensure seamless workflow
- Be proactive in learning about plastics, recycling, technical analysis and international trade
- Actively engage with the greater team to develop skills and share knowledge
- Develop and enhance relationships by being creative, innovative and offering excellent service that is responsive and tailored to supplier needs
- Engage in constant and active risk management, to ensure the company is not overexposed to a particular supplier, material or market

Person Specification

(all criteria are essential unless otherwise indicated)

Knowledge (Education & Related Experience):

- Bachelor's degree holder
- At least 3 years' working experience in one of the following:
 - Field or factory based quality control or quality inspection
 - Road based Sales
 - Purchasing or Procurement
 - Logistics
 - Research Assistant/Analyst
 - Any "on the road" based experience an advantage

Skills & Abilities:

- Multilingual (fluent English, plus either French or German)
- Able to stand back and review data/information to see the 'big picture'
- Able to use logic and reasoning to appraise situations
- Able to anticipate opportunities and risks
- Able to build rapport quickly with colleagues and customers
- Able to communicate effectively
- Able to effectively collaborate with colleagues to achieve results
- Able to manage and respond quickly to changing/competing priorities
- Highly organized, able to independently plan own time
- Able to follow internal procedure & policy
- Able to present and clearly communicate information in speaking and writing in English
- Able to ensure tasks are completed on time and to a high-standard
- Able to use Excel, Outlook, Word and other MS Office products with high level of proficiency
- Able to undertake effective research (not only Google)

General Attributes:

- Willing to take ownership of the role, drive success and be persistent
- Grit and determination
- Attention to detail and able to think critically
- Self-aware and reflective on successes and failures – seeks feedback
- Empathetic towards others
- Focuses on facts and evidence over 'story'
- High level of Resilience – able to quickly overcome disappointment and failure
- Not afraid to have challenging conversations
- Willing to learn and follow internal processes, yet happy to suggest improvements
- Professional and ethical in their approach
- Understands that upfront effort prevents issues down the line
- Committed to on-going personal and professional development
- Values team above self
- Curious

MISSION & VISION

MISSION:

- Build the world's largest recycled plastics commodities company

VISION:

- To be the company that creates the most value from plastic waste. Producing quality commodities and products or empowering others to do so.

VANDEN VALUES

Teamwork

- We pull together as one unit, not just with those in front of us, but with all of our colleagues spanning multiple continents and cultures. We seek honesty and excellence to bring out the best in each other and do so without ego. Our collective knowledge and willingness to question is our superpower.

Add Value

- In absolutely everything we do. We add value to our people, customers and product through constant education and optimisation. Vanden exceeds expectations in the Service of our customers, using each encounter as an opportunity to sharpen our skills and add more value than anyone else. When in doubt, we ask ourselves – “Am I adding value?”

Growth

- Challenge ourselves and each other to learn new things and improve our skills. Be curious and industrious to redefine the boundaries of our knowledge, service and market. We're proud of our battle scars as our failures will always be the greatest opportunity for growth.

Ownership

- Never afraid to get our hands dirty! We take pride in exercising absolute ownership over the outcome of every task or challenge. We appreciate the power of forming a plan before taking action and jump at the opportunity to take the bull by the horns when we do.

Enjoy The Ride

- It only happens once! We can't always be serious and limit ourselves to be “business as usual”, so we encourage everyone to put their personalities into everything they do.

Gratefulness

- Live everyday with an attitude of gratitude!