

Global Director of Business Development: Recycled Polymers for Rigid Packaging

Be part of something special. Join Vanden.

At Vanden, we're passionate about transforming waste into a valuable commodity. Our mission: *"Vanden make recycling part of the supply chain, to optimise the use of plastics. We add value and educate our team and customers as we go."*

And since we started on our journey, back in 2005, 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.

We are headquartered in Hong Kong with operations and representation in Australia, Finland, Ireland, Turkey & UK. We operate a recycling facility based in UK 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.

Nature and scope of the role: Our ideal candidate

Not afraid to get their hands dirty when required but are equally comfortable in a conference room setting or discussing technical requirements with client operators. They turn challenges into opportunities to demonstrate that Vanden can quickly solve problems. When things are tough, they 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:

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 this team. 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.

The selection process:

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

Step 1: Telephone Interview 1 (30-60 mins)

Step 2: Telephone Interview 2 (90-120 mins)

Step 3: Interview 3 (60-90 mins)

Step 4: Reference Checks

Step 5: Interview 4 (60-90 mins)

Expected timeline to complete is 4-5 weeks depending on candidate & reference availability

Job Summary

Your role will be to generate sales for recycled plastic resins (rPET, rPP, rHDPE and more) to the rigid packaging market globally.

The Director of Business Development Rigid Packing will be one of several key leaders in our Products division tasked with building relationships and deal making directly, as well as developing a commercial team to cover key markets to acquire supply of and sell recycled polymers (Resin & Regrinds) to end users and converters.

Working with existing team members from the plastic scrap division, you will identify supplies suitable for sale into plastic packaging manufacturers (for rigid applications) and execute long term, sustainable deals that help customers meet recycled content requirements.

The role will require a sound technical background to understand end customer requirements and a deep knowledge of the recycled supply chain to ensure we bridge the gap between the plastic scrap and manufacturing worlds with the highest possible level of reliability.

Able to work independently with an entrepreneurial mindset, but also skilled at bringing a team together to drive towards a goal. The candidate must take the lead to build a service offering to enable us to reach our long-term goal of being the world's largest recycled plastics commodities company.

Highly skilled in building effective networks, negotiating, executing profitable deals and building successful teams, they will appreciate the long-term approach to developing customer relationships and the need to secure a diverse customer base. Adept at identifying business opportunities, they will adopt an inquisitive, yet strategic approach to developing Vanden's business around the world.

An excellent communicator motivated by taking ownership of their work, they will relentlessly pursue new business with a measured and methodical approach. They must effectively negotiate to maximise pricing and agree secure terms to manage downside risks. They will be highly motivated by helping to shape the development of their own role and by contributing to a developing global organization. Not willing to settle for second best, they will take an analytical approach to their work and see challenges as an opportunity to learn.

Essential Duties & Responsibilities

Business Development & Delivery:

- Execute sales for recycled products (Resins & Regrinds) sourced from our global customer base (from scrap sales) and from new facilities coming into the market
 - Markets of varying applications & geographic regions to ensure consistent sale of a wide range of qualities and in all market conditions
- Develop procurement strategy geared towards long term offtake agreements
- Execute procurement strategy by assisting existing team & delivering deals on your own.
- Work with procurement, technical team and suppliers directly to fine tune product qualities to achieve higher end market values and diversify end market options for products
- Develop supplier, customer & material validation processes together with technical department
 - Including development of technical support to both suppliers and customers.
- Develop relationships with third party compounders or converters to explore opportunities to add value to our supplies that will both increase margin and end market diversity
- Use knowledge of competitors and market to identify & develop Vanden's USP's
- Consult with senior management to share business trends with a view to further extend market penetration and services
- Be a leader internally, passing down knowledge, coaching team members and assisting all departments when required in alignment with our Values.

Client Retention:

- Develop and enhance customer relationships by offering excellent customer service that is responsive and tailored to customer needs
- Work with colleagues to balance customer needs and company policies in regard to finance, logistics and service
- Engage in constant and active risk management, to ensure validation protocols are followed and company has multiple options for each material stream.

Reporting & Management:

- Submit monthly progress reports with metrics on sales activity
- Develop sales targets with management and ensure they are met by self and team.
- Track and record activity on accounts using the CRM system
- Create and maintain accurate records of customer information in the CRM system

Policies & Procedures:

- Develop standard operating procedures for sales and customer service to mitigate risk and ensure seamless work flow
- Work with global offices to integrate work flows and increase efficiencies

Recruitment & Team Development:

- Build a world class commercial team to meet growth targets once commercial viability has been proven through your own successful trades and a sound business case has been presented.
- Contribute to and/or develop targeted training programs for sales team
- Assist in recruitment of key staff in related departments when required
- Recruit according to company standard practices and actively contribute to improving them

Research:

- Research and develop a thorough understanding of the market you operate in, future trends and contribute to forming and executing strategies that will exceed company targets.
- Research and develop a thorough understanding of customer businesses e.g. their supply chain, production process and finished products

Person Specification

Knowledge (Education & Related Experience):

- 10+ years' proven successful sales leadership experience and a minimum of 2 years' as a regional or global commercial director, leading a team selling into the plastic manufacturing industry.
- Experience of driving business growth to achieve financial targets within a specified time-frame
- Experience of recruiting and building commercial teams
- Experience of building a regional or global client base from scratch
- Experience of managing and developing people e.g. undertaking performance management, appraisals and training
- Knowledge of finances e.g. understands P&L

Skills:

- Multilingual preferred, but not required
- Able to use CRM, Excel, Outlook, Word
- Able to undertake effective internet research (not only Google)
- Able to present and clearly communicate information

Abilities:

- Able to stand back and review data/information in order to see the 'big picture'
- Ability to manage and respond quickly to changing/competing priorities
- Highly organized, able to work independently
- Able to build rapport quickly with colleagues and customers
- Able to communicate effectively verbally and in writing
- Able to anticipate opportunities and risks
- Able to listen to others and take on different views
- Able to collect, interpret and present data

General Attributes:

- Willing to take ownership of the role and drive success
- Professional and ethical in their approach
- A 'can do' attitude, mindful of the customer and their needs (also knows when to say "No")
- Able to motivate self and team
- Committed to on-going personal and professional development
- Willing to make hard decisions and have difficult conversations
- Self-aware and reflective on successes and failures (can tell Fact from Story)
- Strong Character – quickly able to overcome disappointment and failure
- Puts the team before themselves

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!

MISSION:

Vanden make recycling part of the supply chain to optimise the use of plastics. We add value and educate our team and customers as we go.

VISION:

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