

New Markets – Sales Support Recyclable Plastic

Based in Lisburn, N Ireland

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, Spain, Netherlands & UK. We operate a recycling facility based in the UK, specialising in the collection of a variety of plastic and polymer, processing and manufacturing industrial wastes across the UK.

Nature and scope of the role: Our ideal candidate

Goal-orientated and not afraid to get their hands dirty. They turn challenges into opportunities and quickly solve problems. When things are tough, takes perspective, steps back and remains 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 c.dobson@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

To support the New Markets Director in aggressively expanding Vanden's customer base in new regions or market sectors where there is untapped potential or limited/no existing sales. Specifically focusing on areas in Europe initially, the role will support development of ongoing, reliable trade relationships and in doing so identify regions or market sectors where Vanden can justifiably establish dedicated teams for further development.

While this is a support role you will have an opportunity to build your own customer relationships, manage risk and close deals after an appropriate period of induction training and on the job experience.

Reporting to the New Markets Director, you will have an entrepreneurial mindset and demonstrate complete ownership of achieving targets. You will continue to uphold the standards and values that have made Vanden one of the world leaders in recyclable plastic commodity trading.

You will have a strong commercial awareness with an analytical aptitude and a liking for detail. Partly field based you will support the Director by undertaking research, using data, making cold calls and dealing in person with suppliers and customers. You will thrive in rapidly changing market conditions. Action oriented, you will act quickly and decisively and be able to distinguish between important and urgent duties.

You will demonstrate an optimistic and persistent approach, always open to giving and receiving feedback on performance. Not willing to settle for second best, challenges are seen as an opportunity to learn.

This role is suited to an aspiring A-Player who is motivated, goal driven and wants to be part of a Values driven organisation in a growth industry. For the right candidate this is the opportunity to be mentored and go onto flourish in the global commercial world of plastics commodities trading.

Essential Duties & Responsibilities

Business Development & Delivery:

- Support the development of new customers in new or untapped geographic regions or market sectors to diversify business, increase volumes and margin
- Support the development of multiple customers for each traded product to ensure consistency of trade in all market conditions
- Enhance relationships with existing customers to increase volumes & margins
- Support the expansion of our customer base geared towards reducing spot trade reliance and increase profits generated by longer term contracts.
- Actively seek out new opportunities through conducting market research, cold calling, networking, social media, attending conferences, trade fairs and visiting European customers.
- Conduct market research into new product lines, end uses and geographic markets
- Ensure adherence to a positive culture of compliance on regulatory and company policies

Reporting & Management:

- High levels of CRM engagement and activity levels
- Provide feedback & market reports
- Use knowledge of competitors and market to develop Vanden's unique selling propositions

Research:

- Develop a thorough understanding of the nature of the business by analyzing previous sales data and publicly available information
- Develop a thorough understanding of Vanden's people and capabilities
- After an appropriate period, research and develop a thorough understanding of your specific clients' business e.g. their customers, supply chain, production process and finished products

Person Specification

(all criteria are essential unless otherwise indicated)

Knowledge (Education & Related Experience):

- You will have a minimum of 3 years of business experience with:
 - exposure to diverse commercial relationships
 - a track record of success
- Be able to demonstrate experience of market research
- Experience of developing new customer relationships in both existing and new markets

Skills & Abilities:

- Multilingual preferred, but not required (fluent English is a requirement)
- Able to use and interpret data to refine activities
- 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 negotiate effectively with customers to maximise margins
- 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 present and clearly communicate information in speaking and writing
- Able to use Excel, Outlook, Word and other MS Office products to a high standard
- Able to undertake effective research

Competencies:

- Willing to take complete ownership of the role and drive success, relentless
- Deal maker and negotiator
- Grit and determination
- Persuasive with a 'can do' attitude, mindful of customer needs (also knows when to say "No")
- Self-aware and reflective on successes and failures
- Focuses on facts and evidence over 'story'
- 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

Our non-negotiables

- Action oriented, Builds strong relationships, Curious, Driven to learn, Empathetic, Investigative, Reflective, Resilient, Resourceful, Seeks feedback, Trustworthy

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!