

Business Development Manager – Recyclable Plastic

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, Netherlands, Spain, Turkey & UK. We operate a recycling facility based in UK in Whittlesey (PE7 2EX), which opened in March 2017, specialises in the collection and recycling of a variety of plastic waste from the manufacturing, packing and warehousing industries across the UK.

Our ideal candidate

Experience in plastics or recycling is not required. This is a highly skilled commodity trading role, suited to a candidate with exceptional commercial skills, a knack for deal making and the ability to take the bull by the horns when challenges arise.

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 our people 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

Executing deals that secure diverse, stable supplies of scrap plastic commodities generated from the Waste Management industry. You will bring those commodities to market through Vanden's global sales teams.

This is a purchasing side role, but it is not a simple sourcing position. It is a sophisticated commodity trading role that requires a talented salesperson who can collaborate internally and externally.

With ownership of a market territory, you will build deep relationships with all possible suppliers, control material quality and close deals constantly.

Communicating with colleagues across the world every day in the deal making process, a highly collaborative and entrepreneurial mindset are key to being a top performer.

Success is achieved through a disciplined and consistent approach to servicing existing and new suppliers. Visiting regularly to build relationships, inspect quality and gather market intelligence. Working to targets, you can balance the desire to do deals with the need to proactively manage risk.

Skilled at research and time management, our ideal candidate has a natural drive to achieve and a flexible mindset. You will thrive in a fast-moving environment, respond to dynamic market conditions (exchange rates, material prices & shipping rates) and react quickly to changing priorities without being flustered.

An excellent communicator, you are always open to giving and receiving feedback on performance. Not willing to settle for second best, challenges are seen as an opportunity to learn.

A typical day involves issuing multiple material offers to our global sales teams. Quality checking materials in person and assessing commercial viability prior to offering to market. Negotiating and liaising with sales, logistics teams and suppliers in order to close a profitable deal. Often under tight deadlines.

This role is suited to an A-Player who is motivated, goal driven and wants to be part of a Values driven organisation in a growth industry.

Essential Duties & Responsibilities

Business Development & Delivery:

- Secure regular supply of plastic scrap material according to market demands
- Enhance relationships with existing suppliers to increase volumes & margins
- Develop new suppliers to diversify business, increase volumes and margin
- Identify all prospective suppliers within your region
- Systematically work through all prospects to establish relationships that result in regular, profitable deals
- Actively seek out new opportunities through conducting market research, cold calling, networking, social media, attending conferences and trade fairs.
- Pre-qualify visits and manage supplier expectations using up to date market information
- Perform site visits to identify supply suitability, gather market information & inspect quality
- Maximise margin by using effective negotiation techniques
- Able to challenge supplier views and counter objections to move towards closing a deal
- Actively engage with the greater team to develop skills and share knowledge
- Gather feedback from suppliers and prospects and share with internal teams
- 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

Reporting & Management:

- Maintain accurate supplier records in CRM and be proactive to update with latest activities
- Provide feedback & market reports to management and colleagues
- Use knowledge of competitors and market to develop Vanden's unique selling propositions

Person Specification

(all criteria are essential unless otherwise indicated)

Knowledge (Education & Related Experience):

- Significant Sales or Business Development experience based 'on the road' and:
 - a track record of developing a high volume of new business accounts from scratch
 - a track record of working to and exceeding financial targets
- Experience selling or procuring commodities an advantage, but not a requirement
- Experience of handling and overturning objections and converting into sales
- Experience of successfully managing existing accounts & acquiring new ones at the same time
- Experience of using a CRM system to record accurate customer data

Skills & Abilities:

- 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 e.g. Outlook calendars and reminders
- Able to follow internal procedure & policy (CRM, Admin, Trial Policies, Customer Onboarding)
- Able to present and clearly communicate information in speaking and writing
- 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
- Persuasive with a 'can do' attitude, mindful of customer needs (also knows when to say "No")
- Willing to learn about supplier and internal team needs
- 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

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.