

## Position Specification

**Title:** [Wheelabrator Air Sales Director CNEA]

**Location:** Shanghai/Changzhou

**Department:** Wheelabrator OEM Sales

### Responsibilities:

The [Wheelabrator Air Sales Director CNEA] is responsible for:

1. Manage the Wheelabrator Air sales department for the complete portfolio and for the area CNEA. Leading Wheelabrator Air OEM and aftermarket sales team.
2. Analyses of the markets, competitors, customers. Investigate potential customers and potential market segments in the allocated sales territories and develop marketing strategies.
3. Develop and implement long-range goals and objectives to meet business and profitability growth objectives.
4. Direct sales work - contacting customers; traveling; building relationship with customers in the allocated sales territories.
5. Issuing sales budgets for the allocated sales territories.
6. Cooperation with the design and development department and product managers for specific inquiries and product updates.
7. Holding sales negotiations and making transactions in agreement with the superior.
8. Cooperation with project manager to make sure the project manager is able to understand fully and fulfill the contract include technical requirement, delivery scope and so on.
9. Active reporting of business situation including regulate meeting and written report.
10. leading Wheelabrator Air aftermarket team in line with customers' expectation and satisfaction to our equipment' installation, commissioning and relative problem-resolving.
11. Manage the NPS to increase customer satisfaction from Air AM aspects.
12. To make a good relationship with customers and hear the voice from them, work out specific customer visiting plan monthly by monthly and drive teams implement it accordingly.
13. Establish solid sales channel aligning with market dynamics

### KPI's:

1. Annual financial targets as per budget & plan including booking, sales, SG&A.
2. Drive Air business growth in all possible applications (by industry).
3. Integrate two teams of OEM & Aftermarket sales, promote team member's competency. Sales efficiency improvement.
4. Merlin engagement above 90%.
5. Air technology transfer and team build up as per plan.
6. Improve Customer satisfaction measured by NPS.
7. Increase SOW of Air parts.
8. Increase Air business in CNEA as per plan

### Reporting lines & substitute:

Report to: VP Sales OEM Wheelabrator CNEA

Subordinate: Sales Manager - Wheelabrator Air, Consultant,

Senior Service Manager - Wheelabrator Air

### **Specific tasks:**

1. establish the overall sales strategy and budget for Wheelabrator Air and achieve it.
  2. Establish good relationship with customers (present customers and potential customers) and competitors.
  3. Develop and implement annual business plans for Wheelabrator Air Sales and identifying key activities and priorities (in line with overall strategy).
  4. Develop and manage Air sales channels, direct sales, agents, and distributors.
  5. Participation in exhibitions, congresses etc.
  6. Supervise the prospect list regarding status, competitors, realization and instruct the employees to input the latest information into the list.
  7. Lead the subordinate employees and check their performance.
  8. Merlin system daily update, drop box etc. group required system check and update.
  9. Weekly and monthly meeting with sales team.
  10. Talent management, make team competency mapping.
  11. Control of costs within the department.
  12. Manage team focus on site installation, commissioning and problem-resolving.
- 

### **Personal Competencies:**

1. Applying knowledge of business and the market place to advance the organization's goals.
  2. Building strong customer relationships and delivering customer-centric solutions.
  3. Consistently achieving results, even under tough circumstances.
  4. Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.
  5. Securing and deploying resources effectively and efficiently.
  6. Making sense of complex high quantity and sometimes contradictory information to effectively solve problems.
  7. Planning and prioritizing work to meet commitments aligned with organizational goals.
  8. Recognizing the value that different perspectives and cultures bring to an organization.
  9. Maneuvering comfortably through complex policy, process, and people-related organizational dynamics.
  10. Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.
  11. Actively learning through experimentation when tackling new problems, using both successes and failures as learning fodder.
- 

### **Professional experience & background:**

1. 10 years or above sales experience in huge machinery, 5 years sales management experience, same industry experience preferred
2. A career demonstrating rapid progression and increased responsibility, with proven sales & marketing leadership/management track record from a company with an international profile
3. Familiar with Finance and HR, cross-culture
4. Experience with sales and execution of large scale projects on an international level
5. Experience with international activities, either from working abroad or from an organization/company with a strong international focus
6. Sales Management, People Management, ability to develop and implement new strategies with a clear commercial focus
7. Ordinary, Microsoft Office
8. Fluency in written and spoken English

9. Communication competence with customers, group companies and employees
10. Good team builder
11. Be able to make budget and estimation, common sense of financial issues
12. To be good at both oral and written expression
13. To obey company secrecy rules strictly, can work under high pressure
14. Leadership and management skill