

McNamee-Lamb & Associates is an Executive Search and Human Resource consulting organization with direct executive level experience in the Manufacturing and Distribution, Banking, Financial Services and Insurance, Consumer Products and not-for-profit sectors. We strive to provide outstanding, high quality service to our clients and candidates who we represent in the sourcing, screening and final selection process. We know the importance of getting the “right fit” for both clients and candidates to be engaged in a successful and prosperous relationship. www.mcnameelamb.com

-

**POSITION TITLE: Director, Sales & Marketing
Metal Working and Wire DRAWING Lubricants**

**JOB CATEGORY: EXECUTIVE
TECHNICAL SALES / MARKETING**

INDUSTRY: Chemical Specialties

LOCATION: Mississauga, ONTARIO

DATE: February 14, 2011

EXPERIENCE: In order to be **COMPETITIVE** for this position, you must have:

- Successful, proven track record and background of developing strategies for established, highly competitive mature specialty chemical markets in North America and ability to develop business in Europe & Asia
- Proven Sales & Marketing results in a technical, value, solution oriented environment, executed from a solid strategic plan and market analysis
- Exceptionally strong communication skills, both written and oral
- Sound knowledge and understanding with 10+ years of experience in a technical sales & marketing environment along with familiarity of chemical industry quality standards and practices with a solid track record of growing and maintaining business
- Track record of success in a competitive technical environment
- Ability to be hands on while always thinking strategically
- Detail and analytical orientation but not to the extent that you get bogged down and slow the decision making and product development, sales execution process
- Ability to build relationships, earn trust and confidence of key stakeholders, employees, regulators and customers
- Ability to lead and effectively mentor a team of sales and support staff
- Emotionally intelligent enabling the team to engage in the organization's vision and strategy
- Demonstrated experience in achieving consistent, solid, financial and sales results
- Knowledge of ISO 9001 and chemical industry practices
- Comfortable in ambiguity with the ability to create structure and make decisions based upon sound principles and values
- Strong personal computer skills including Microsoft Office

POSITION DESCRIPTION:

Our client is a Canadian, privately owned leading manufacturing company providing industries with innovative, custom-designed industrial products. They have almost ninety years of experience and four North American manufacturing locations that manufacture chemical specialties, lubricants and acoustic materials. The organization serves a wide range of markets including construction and off-highway equipment, commercial vehicles, plastics, steel, rubber, metal-working and wire. The company is ISO/TS16949 certified and abides by the Responsible Care® code of ethics. Sales are between \$50 and \$100M. They are currently seeking an experienced Director, Sales & Marketing to join the organization as a member of the leadership team to provide leadership and direction for two sales divisions. The successful individual will ensure the business is appropriately led and managed to achieve continued success in a competitive and challenging economic environment.

THE MANDATE:

Reporting to the President and CEO, you will provide strategic direction and overall leadership for the Divisions business development aligned with the Company's vision and strategic plan. Through strong business acumen and your successful relationship building capability, you are a results oriented individual that has a proven track record in achieving top and bottom line results on a North American, preferably within the Chemical Specialties industry. An effective communicator, you are comfortable working within a cross functional North American team. ***This is an exciting career growth opportunity for the successful candidate with the opportunity to grow the business in the European & Asian market as a value and solution provider for customers. Higher sales results will be recognized with higher rewards!***

RESPONSIBILITIES:

The Director, Sales & Marketing will:

- Develop strategic plans for Marketing and Sales of products within the **Metal Working and Wire Drawing Lubricants Divisions**
- Achieve or exceed sales budgets through existing and new customers in North America, Europe and Asia and develop Marketing initiatives geared to capture new business
- Lead and mentor a team of Sales and Support staff
- Prepare product proposals for new and existing customers collaborating and working closely with R&D and Manufacturing
- Keep abreast of competition through market analysis and by maintaining relationships with regulators and key industry associations and personnel
- Plan and promote products at various industry trade shows

SALARY RANGE:

- Competitive base salary, bonus and car allowance
- Extensive Travel will be required

EDUCATION:

- University Degree in Mechanical or Chemical Engineering, MBA and related Sales, P&L experience

EMPLOYEE TYPE: Permanent, Full-time

REQUIRED TRAVEL: Yes

RELOCATION COVERED: No

CONTACT: Bill McNamee-Lamb, Managing Director
bill@mcnameelamb.com