

---

**- Job Spezifikation -**  
**Position: Country Manager Sales & Marketing**  
**for Belgium and France**  
**Located in Germany or Belgium\***  
**Projektnummer: 13411**

---

**Vertraulichkeitserklärung**

Dieses Dokument und die darin enthaltenen Informationen sind streng vertraulich und können datenschutzrechtlichen Bestimmungen unterliegen. Sie dürfen ausschließlich im Rahmen des Beratungsmandats der Pape Consulting Group AG (nachfolgend PCG genannt) für die Besetzung der o. g. Position verwendet werden, sind nur für die daran beteiligten Personen bestimmt und dürfen nicht weitergegeben oder anderen zugänglich gemacht werden. Auf Verlangen der PCG ist dieses Dokument zurückzugeben oder samt etwaiger Vervielfältigungen zu vernichten bzw. in jedweder gespeicherten Form zu löschen.

Jeder Empfänger dieses Dokuments ist verpflichtet, die maßgeblichen datenschutzrechtlichen Bestimmungen, insbesondere die Vorschriften des Bundesdatenschutzgesetzes (BDSG), einzuhalten. Die PCG übernimmt für etwaige Verletzungen der hier niedergelegten Vertraulichkeitspflicht sowie datenschutzrechtlicher Bestimmungen keine Haftung; im Fall einer Inanspruchnahme durch Dritte stellt der diesen Bestimmungen gegebenenfalls zuwiderhandelnde Empfänger dieses Dokuments die PCG von jedweder Haftung frei.

\*) Alle Bezeichnungen und Beschreibungen der Position beziehen sich auf und gelten gleichermaßen für männliche und weibliche Kandidaten.

PAPE Consulting Group AG Personalberatung  
Herzog-Heinrich-Straße 18  
80336 München  
Tel.: 089 954 5997-0  
www.pape.de

München, den 13.02.2020

**\*Der Mensch ist entscheidend für uns, nicht das Geschlecht!**

Wir setzen auf Vielfalt, lehnen Diskriminierung ab und denken nicht in Kategorien wie Geschlecht, ethnische Herkunft, Religion, Behinderung, Alter oder sexuelle Identität. Daher kennzeichnen wir auch die Jobtitel nicht explizit mit w/m/d.

## **- Job Spezifikation - Projektnummer: 13411 -**



Our client is a resource- and technology-based company that develops, produces and markets worldwide a broad range of refractories, metallurgical wire and laser technology for the steel and nonferrous Industry. The company is a world leader in its business and differentiates itself through constant development of products and services.

Ihr Berater:  
Brigitte Lang  
FON 089 954 5997-0

## **Country Manager Sales & Marketing for Belgium and France Located in Germany or Belgium**

### **Was macht einen Wechsel in diese Tätigkeit besonders interessant?**

We are looking for an experienced and highly motivated Country Manager for Sales & Marketing to further grow the presence of our client in Belgium and France. By exceptional leadership and proven sales excellence, you are responsible for the success of all product lines in both countries.

As an ideal candidate you come with at least 3 years in selling to the steel and/or nonferrous metals industries. You have a proven track record of building successful client relationships. You are a strategic thinker and come with excellent negotiation and communication skills. Additional skills in Operational Excellence would be highly welcomed. You will be working with a team of finance administration, Controlling, R&D, Production and HR colleagues.

## Die Position

Your tasks include in detail:

- Having full P&L responsibility for Belgium & France
- Holding existing business and develop sustainable, profitable growth in both countries
- Responsibility for sales leadership and for oversight of steel mill service support at client's sites
- Primary focus on business development at customers by introducing/selling the value of new/differentiated products/systems
- Preparing annual sales plans, marketing plans, budgets and demand planning forecasts
- Building key customer relationships based on trust and value at senior and middle management levels
- Managing an efficient infrastructure (sales, service, marketing and administrative support) that is focused on customer satisfaction and support the growth strategy
- Constant scanning of competitive environment and adjusting strategy or positioning accordingly
- Managing a team of 6 direct reports incl. 1 supervisor who himself leads an operations team

## Der ideale Kandidat

You come with...

- a university degree in engineering, business or marketing
- a successful career in the sales and/or service area
- at least 3 years of experience as a sales or service manager with a management responsibility from a larger team
- strong knowledge and long-term experience in selling to the steel, refractory, and/or nonferrous metals industries
- the ability to understand the value drivers of refractories at steel and nonferrous producers and able to
  - communicate and justify the value of client´s systems
- must be fluent in English & French (verbal and written), preferable also Dutch
- high technical affinity and hands-on mentality
- strong customer and service orientation
- proven ability to drive the sales process
- excellent verbal communication and closing skills
- strong organization, planning and problem-solving skills
- very good interpersonal skills with colleagues and clients
- team player with cooperative leadership style
- Microsoft Office (Word, Excel, PowerPoint) and Lotus Notes
- Willing and able to travel regularly both in car/plane

Your advantages

- Flexible working: home office or/and at our client's headquarters in Germany or Belgium
- Flat hierarchies, transparent communication and open mindsets
- A remuneration package commensurate of the role, plus company car or car allowance
- Customized trainings in a culture of learning and development
- The opportunity to grow within a quality-driven company
- An international and open-minded team with regular team meetings

## Kontakt

If this challenge appeals to you, then please send us your application including your resume, cover letter, and salary expectations to [brigitte.lang@pape.de](mailto:brigitte.lang@pape.de). We guarantee complete confidentiality.

For further information or questions please contact Brigitte Lang under +49 (89) 954 599 70 or +49 (172) 89 317 88.

<mailto:brigitte.lang@pape.de>