

HARPER INTERNATIONAL

POSITION DESCRIPTION

The Position Description is the tool used by Harper International to communicate and clarify the essential job functions, establish the basis for performance expectations, and identify training needs for each position.

Part I - Reporting Structure

Name:		Date: October, 2009
Job Title:	Director of Sales & Business Development	Department: Sales
Reports To (Position) :	President	Supervises (Positions): 0
Status:	Exempt	
Completed By:	HR Manager	

Part II – Position Objective

To support the organization by developing and utilizing a multi-faceted sales approach: Analyzing markets to guide sales & marketing functions, developing strategies for the application of new/innovative technologies, and focusing on building and maintaining customer relationships through direct sales.

Part III – Job Responsibilities

Essential Duties

1. Analyze opportunities and utilize information to develop sales strategies that align with corporate goals or group sales/revenue targets.
2. Communicate strategies to sales & engineering teams and oversee tender management & implementation of plans.
3. Work closely with Applications, R&D, Engineering, and Manufacturing to guide the organization to target sales objectives.
4. Perform hands-on global sales activities from the generation of leads to development of sales proposals and contracts through to the closing of the sale.
5. Effectively utilize commission-based agents to generate leads and effectively close business deals.
6. Establish and maintain high-level industry relationships.
7. Focus on new business development within the inorganic chemical, energy systems, advanced materials, solar, and metal oxide processing industries.
8. Assess market competition and communicate relevant information as needed.
9. Demonstrate leadership ability by influencing a team of engineers, the internal sales organization, and the project execution group.
10. Determine the optimum mode of operation, in terms of territory, new business, and product lines
11. Position requires 50%+ travel (both domestic & international)

IV – Knowledge, Skills, Education

Knowledge, Skills, Education

1. Bachelor's degree in Engineering- chemical or materials engineering degrees preferred
2. Experience selling complex, custom design & build processing systems.
3. 5+ years of demonstrated, progressive direct sales experience with a global focus.
4. Experienced in selling technology driven, large capital equipment.
5. Experience with emerging solar markets a plus.
6. Thorough understanding of R&D, new technology, and marketing, and the interaction among the areas
7. Contract experience a plus.
8. Ideal technical experience would include materials, ceramics, chemical, composites, etc...
9. Knowledge of Thermal process systems a plus.