

# 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**

**Date of last revision:** April, 2011

**Department:** Sales

**Job Title:** Director of Sales & Business Development-Systems

**Department:** Sales

**Status:** Exempt

**Reports To:** President

**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 related to carbon fiber full lines and/or oxidation ovens.
2. Guide clients' expectations with respect to required supporting investments peripheral to the processing technology, such as building requirements, utilities, etc...
3. Communicate strategies to sales & engineering teams and oversee tender management & implementation of plans.
4. Work closely with Applications, R&D, Engineering, and Manufacturing to guide the organization to target sales objectives.
5. 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.
6. Effectively utilize commission-based agents to generate leads and effectively close business deals.
7. Establish and maintain high-level industry relationships.
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**

1. Bachelor's degree in Engineering- chemical or materials engineering degrees preferred
2. 5+ years experience in designing/engineering complex chemical and/or thermal reaction systems.
3. 5+ years experience with development of complex integrated processing systems from a sales and/or project management perspective.
4. Must possess demonstrated experience with successful high-level client interactions.
5. Direct sales experience with high-tech capital equipment desirable.
6. Must possess a thorough understanding of capital investments, project execution, and operational requirements for processing systems.
7. Tender management a must; Contract experience a plus.
8. Ideal technical experience would include materials, ceramics, chemical, composites, etc...

#### **VI - Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to walk. The employee is frequently required to sit, use hands, reach with hands and arms, talk and hear. The employee is occasionally required to stand.