



<b>Job Title:</b>	Sales Director, I
<b>Location:</b>	Global
<b>Employment Status:</b>	Full Time
<b>Reports To:</b>	Regional Sales Director
<b>Travel (%):</b>	50 %

## **Major Roles & Responsibilities**

Kraton is looking to hire a new member to join our Commercial Sales team. The Sales Director, will be the functional and administrative leader of the sales team owning the development of growth oriented sales strategy and aligned resource plan with clearly defined performance targets. The Sales Director works collaboratively with business and functional leadership to define and drive business specific initiatives designed to maximize value through price/volume optimization, customer driven application projects, and leading the commercialization of new business within targeted markets. The leader is the senior customer interface developing strong industry relationships.

The key responsibilities of this role include but are not limited to the following:

- Lead a global business, with full responsibility of the strategy & execution. Typical Rev (<\$100MM).
- Be the representative director of Kraton in specific country. Owns & executes country/region commercial growth strategy.
- Own and drive implementation of the contribution margin, volume, and commercialized innovation goals for the business.
- Develop senior level customer relationships to facilitate strategic partnerships for sustainable, high return supply positions aligned where possible to customer's strategic priorities.
- Develop depth of relationship at target customers leveraging strategic insights to initiate and drive local innovation opportunities.
- Understand key global trends and Kraton's competitive position within the region/location.
- Create/continually improve work process and maintain local forecast administration to support supply planning systems for the market.
- Drive knowledge management, lead follow-up, and innovation tracking through the use of company CRM and a comprehensive sales training curriculum.
- Drive value pricing models in collaboration with product management and understand customer's next best alternatives in formulation of pricing strategy for the business.
- Anticipate possible risks; develop contingencies to address; Use influencing skills to align people with initiatives.
- Recruit, manage, train, develop, motivate, and lead sales team according to company values, procedures, policy, and employment law.
- Use understanding of how business is conducted in diverse cultures to improve team and business outcomes.
- Collaborate with VP, Sales to define quarterly priorities in line with variable compensation plan, track, and hold sales team accountable for performance.

*The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.*

*Kraton's internal talent acquisition team manages our recruiting efforts and from time to time works with pre-selected/pre-approved external staffing agencies. We do NOT accept unsolicited resumes or candidate referrals from recruiters and/or agencies who are not pre-selected/pre-approved.*

<b><u>Skills and Experience</u></b>	<b><i>Required Skills:</i></b> <ul style="list-style-type: none"><li>• Commercial experience &gt; 20 yrs.</li><li>• Understand key global trends and the Kraton's competitive position within the region/location.</li><li>• Understand how business is conducted in diverse cultures to improve team and business outcomes.</li><li>• High level of personal integrity inspiring confidence, respect, and trust.</li><li>• Strong customer/external focus driven by a desire to grow.</li><li>• Strong business acumen to convert complex issues to simple solutions and aggressive action plans.</li><li>• Demonstrate a high expectation for people and results; open to critical feedback.</li><li>• Excellent leadership capabilities, ability to inspire others to meet the vision and strategies of the company and individual business units.</li><li>• Demonstrated initiative and resourcefulness; ability to make effective things happen in creative ways.</li><li>• Strong communication skills (oral and written).</li><li>• Bachelor's degree (or equivalent)</li></ul>
<b><u>How to Apply</u></b>	Submit your resume to <a href="mailto:jobs@kraton.com">jobs@kraton.com</a> Your privacy is important to us. For information on how we handle your personal data, please review our applicable <a href="#">Privacy Statement</a>