

<b>Job Title:</b>	Sales Manager – Adhesives
<b>Location:</b>	China
<b>Employment Status:</b>	Full Time
<b>Reports To:</b>	Sr. Sales Manager
<b>Travel (%):</b>	> 50%
<b><u>Major Roles &amp; Responsibilities</u></b>	<p>The purpose of this job is to grow and manage the business, distributors, and customers in China. The job also involves developing leads (Commercial and Technical with an objective of selling High Value Products, and working closely with the Technical Service Team to deliver commercial contribution margin on these leads). Managing Technical Communication and Training to distributors is also a key aspect of the job.</p> <p><b>Major Roles &amp; Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Responsibility of 15 MM USD business</li> <li>• Accountable for topline revenues and growth targets for the business line. This includes having a key participant role in setting required aspects of sales strategy and responsibility for the implementation of the strategy</li> <li>• Manage the sales process; internal coordination with Supply Chain Planning and Customer Service Departments, and external coordination with Customers, Distributors and other important stakeholders</li> <li>• Distributor/Channel management; mentor, guide, measure and validate the channel partners</li> <li>• Identify and close new opportunities for existing and developmental accounts</li> <li>• Develop and execute Key Account Plans and Key Contact Matrices (CRM)</li> </ul> <p><i>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.</i></p> <p><i>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.</i></p>
<b><u>Skills and Experience</u></b>	<p><i>Required</i></p> <ul style="list-style-type: none"> <li>• A good knowledge of the Adhesive market and its various end-application segments (Hot Melt, PSA) in China and regionally; a strong understanding of major accounts, competition and industry structure</li> <li>• At least 10-12 years experience in managing the sales of Chemicals and specialty Chemicals or specialty ingredients</li> <li>• Experience in working with multiple customer sites, regions and functions; interfacing comfortably and confidently with customer contacts at all levels and functions</li> <li>• Recognized for consistently delivering both top-line growth and margin improvement</li> <li>• Exceptional interpersonal skills – establishing, building and maintaining strong relationships, both internally and externally – especially within a large, matrix organization</li> <li>• The ability to understand and communicate value propositions, competitive landscape and changing business conditions</li> <li>• Ability to recognize opportunities in the market and at key accounts</li> <li>• Excellent planning, organization and time management skills</li> </ul>
<b><u>How to Apply</u></b>	Submit your resume to <a href="mailto:jobs@kraton.com">jobs@kraton.com</a>