



Job Title:	Senior Director Global Cariflex Business
Location:	East Asia, Europe (The Netherlands/Germany)
Employment Status:	
Reports To:	This position will report to the Senior Vice President Polymer segment
Travel (%):	< 80%

Major Roles & Responsibilities

Kraton Corporation is looking to hire a new member of our (global) Commercial department. The Director Global will be overall responsible for the development and execution of the strategic growth plan for the global Cariflex Products, and the procurement of tolling services for IR-Latex.

Major Roles & Responsibilities

- Build a world class Sales & Marketing Organization to create the fundamentals to return to double digit growth
- Lead the Sales and Marketing organization; define and align the resource plan to meet corporate targets for innovation and profitability for all regions.
- Provide leadership and guidance for global employees who support the Cariflex business (Finance, Operations, and HR).
- Collaborate with global Head of Asia/EU to provide general leadership for EU/Asia region.
- Align the team's values and decision making process with Kraton's Core Values. Create an atmosphere of open knowledge sharing, high ethical standards and humility.
- Ensure compliance with and ownership of all safety policies and procedures.

Compliance, Training and People Development

- Comply with all legal and Kraton policies. Take a proactive role in communicating and implementing Compliance Policies/Standards according to the Kraton Compliance Plan.
- Reinforce compliance risk assessment on issues not covered by Standards for various Marketing & Sales Functions.
- Develop and support training plans for staff; ensure all staff members and their respective teams read, train on, understand, implement and adhere to the required Compliance Policies by seeking regular individual communications on various Safety and Compliance topics.
- Help develop specific training modules for Cariflex to emphasize things which are specific to the business.

Business Growth (Organic Growth) and Diversification

- Develop global Cariflex business strategies/POV inclusive of three year financial plan, end use focused innovation platforms/projects, and defined resource requirements in coordination with the SVP Global R&D.
- Responsible for Commercial Standard Contribution Margin growth (CSM) for Cariflex global.
- Develop senior level customer relationships to facilitate strategic partnerships for sustainable positions/share and returns.
- Diversify from current target "Top Three" customer and explore market positioning outside the known space.
- Implement certain contract strategies going forward based upon well-developed POV with "Top Three Customers".
- Drive value pricing models and understand customer's next best alternatives in formulation of pricing strategy.
- In conjunction with the business strategy, participate and help guide the related manufacturing footprint for the future to support the market and Kraton's growth.

Effective Strategic Tolling Sourcing

- Ensure more competitive sourcing of tolling services from SSC beyond 2022.

Distinguished Targets and Projects

- Deliver and exceed 2018 CSM for Cariflex under maximized utilization of new DC technology
- Continue to drive efforts to keep highest possible share at Cardinal Health.
- Develop a market launch strategy for 2GL with global scope including an asset loading strategy
- Work in close coordination with the Adhesives leader to grow outside the traditional latex end used in Adhesives end uses
- Stabilize the solid IR business as a niche business with superior CSM returns

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.

<p><u>Skills and Experience</u></p>	<ul style="list-style-type: none">• At least a Bachelors' degree (or equivalent) required• Successful commercial tenure & track record in medical parts/components/device companies. Experience at a western multinational.• Need commercial experience in latex/dipped goods parts• High level of personal integrity inspiring confidence, respect, and trust.• Strong customer/external focus driven by a desire to grow.• Strong business acumen to convert complex issues to simple solutions and aggressive action plans.• Demonstrate a high expectation for people and results; open to critical feedback.• Excellent leadership capabilities, ability to inspire others to meet the vision and strategies of the company and individual business units.• Demonstrated initiative and resourcefulness; ability to make effective things happen in creative ways.• Strong communication skills (oral and written).• Ability to persuade, and motivate people. <p><i>Competencies</i></p> <ul style="list-style-type: none">• Collaborative• Embracing change• Personal Effectiveness
<p><u>How to Apply</u></p>	<p>Submit your resume to jobs-eu@kraton.com</p>