

## Honeywell Candidate Curriculum Vitae

### **I. General information**

#### **RIMMER, MARTIN RICHARD**

North Barn  
Carr House Farm  
Broad Lane, Grappenhall  
Warrington  
WA4 3 ET  
United Kingdom

British Citizen  
Married with one daughter  
Born 8th May 1963  
Age 47 years

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### **II. Languages & IT- skills**

English (native!), German (good working level), French & Spanish (enough for travel).

Intensive use of Microsoft Office applications Word, XL, PowerPoint, Outlook, Experience of Lotus Notes. Adobe pdf and Photo Shop.

### **III. Education & Training**

Business Training and Education:

Project Management course MCE Brussels. (Oct 2004)  
Advanced Industrial Marketing Strategy course INSEAD, Fontainebleau, France. (July 2003.)  
Internal General Management & Advanced Finance courses.  
completed during 2000/4.  
Integrated Management System (Quality ISO 9001& Environment ISO 14001) (1998)

Further Education: -

Victoria University of Manchester University, Manchester, UK (Oct 81 -July 84)  
Bachelor of Science (B.Sc. Honours) Degree: Chemistry.

Secondary Education: -

Oundle School, Oundle, Northamptonshire, UK (Sept 76 - July 81)  
3 'A' Levels: Mathematics, Biology, Chemistry.  
2 'AO' Levels: Economics, General Studies  
10 'O' Levels: Inc. Mathematics, Chemistry, Biology Physics, History, English, French, R.E.

#### **IV. Information regarding professional experience**

##### **Employment: Present.**

**Brenntag Holding GmbH. Mülheim an der Ruhr, Germany (Mar 07 - Present)**

**European Marketing Manager -ACES (Location Germany & UK)**

**[www.brenntag-specialties.com](http://www.brenntag-specialties.com)**

Reporting to European Marketing Director Speciality Chemicals

Responsibilities:-

Strategic direction and marketing for the Speciality Chemicals Distribution business in Coatings Adhesives and Construction industries. (Sales Revenue 212 M EUR). Identification of business potential in all regions of Europe. Sourcing of new materials. Business analysis.

Negotiation on terms of new supplier contracts.

Liaison with top existing suppliers regarding business development and achievement of business results measured against agreed budgets and project targets.

Leadership of Industry Management Panel comprised of Managing Directors, Business managers, Division managers and product managers, from all European Regions and businesses within the Group. Competitor analysis. Product portfolio management, Capital investment projects

Identification and evaluation of M&A targets. Support of M&A activity and product sourcing for Asia Region. Leadership of special corporate projects in European Business Warehouse

Two direct reports. Twelve indirect reports within matrix

**Air Products plc. Walton-on-Thames, Surrey. UK.**

**(Expatriate assignment Location: Air Products Polymers GmbH KG, Cologne, Germany Apr02- Jul 06)**

**(Sept 01 – to Feb 07) European Market Manager- Coatings.**

**[www.airproducts.com](http://www.airproducts.com)**

Reporting to: - European Business Director- Polymer Chemicals

Responsibilities:-

European marketing strategy for AIRFLEX® Vinyl Acetate Ethylene emulsion polymers used in surface coatings industries. Creation and implementation of Business Development strategy.

Goal: profitable growth, increase in market share in Architectural Paints. (Revenue 35 M EUR) Market and competitor analysis.

Leadership of R&D projects from Concept to Commercialisation (Stagegate process)

Target setting for and close liaison with European Sales and Technical groups

Leadership of company wide Customer Segmentation project.

Management of Pricing and Contribution Margin using SAP R/3. In addition to driving significant increase in Volume, Revenue and Contribution Margin.

Successfully lead negotiation team to take over Paints Polymers business of Wacker Polymer Systems GmbH. (2002)

Significant contribution to Capital investment proposals, M&A case study.

Product Portfolio management.

Lead and supervise Marketing communications activities such as Political lobbying with European Parliament, Press Relations, exhibitions, brochures, technical data, Internet website redesign & launch, and support to Agents and Distributors network across EAME

Establish relationships with allied suppliers to our markets.

Appointment and management of a Marketing Group Assistant and also MBA student intern.

Direct support to Asian Business Director for market development initiatives in China. & Korea

**Air Products plc. Walton-on-Thames, Surrey (Location, Home office, Warrington. UK.)  
(Feb 00 to Sep 01): Sales Manager UK & Ireland- Polymer Chemicals.**

Transfer of employment to align personnel with business structure and ownership.

**(July 94 to Feb 00): Wacker Chemicals Ltd. Egham, Surrey.  
A subsidiary of Wacker-Chemie GmbH - (50% owned by Hoechst)**

**www.wacker.com**

**(Oct 98- Feb 00): Sales Manager UK & Ireland– Air Products Polymers.**

Reporting to: - Northern Europe Regional Manager APP and UK MD Wacker.

Responsibilities. As below, following formation of Wacker–Chemie /Air Products Joint Venture.  
Took over responsibility for Airvol<sup>®</sup> Polyvinyl Alcohol sales in UK & Irish Adhesives,  
Polymerisation, Chemical & Agrochemical processing, Human care and Trader markets.  
Revenue exceeded £10 M.  
Appointed and managed an Agent to assist with coverage of territory.  
New focus on Key accounts in paints and non-woven textiles markets.

**(Jan 97 – Oct 98): Sales Manager - Business Team Adhesive Raw Materials /  
Divisional Co-ordinator.**

Reporting to: - Business Team Leader Wacker-Chemie GmbH and UK. Managing Director.

Responsibilities: Following a business restructuring away from traditional country based sales  
organisation into pan European Strategic Business Units with a matrix structure.

Creating Partnerships, Major account management in UK & Irish Adhesive Sector. Sales Turnover  
of over £8 M.

Working closely in cross-functional teams with Marketing and Technical colleagues of Wacker -  
Chemie GmbH to promote sales of VAE & PVAc. emulsions in the most significant market area for  
the Polymers Division.

Significant new business gains achieved in a highly competitive market.

Motivation and support of Distributor to grow business

Reduction of working capital to Zero. Shortened balance sheet. Returned capital to HQ for  
reinvestment.

Staff development, coaching and annual assessment

Project work for new global joint venture.

Market analysis and targeted new product/application introduction.

Training: Lotus Notes and SAP R/3,

**(July 96 to Jan 97): Divisional Manager – Polymers UK & Ireland.**

Reporting to: - UK Managing Director

Leadership of divisional sales team, Sales Management & Marketing responsibility for UK &  
Ireland, 4 Sales representatives, 2 Sales Administrators. Key account management in Adhesives  
Sector, including major European groups.

Appointment and support of Distributors for small customers and orders.

Implementation of "Re-engineering" project.

Main achievements, continued high Revenue growth to > £20 M with a reduction in capital  
employed (UK stock) of 65%.

Achieved the highest Contribution Margin of all European subsidiary Polymer divisions.

Training: PA Consulting Leadership in Management, 1-week intensive residential course. Internal training in Marketing and Finance for non-financial managers. 3-week residential German language course.

**(July 94 to July 96): Technical Sales Representative.**

Reporting to: - Divisional Manager - Polymers

Management of major accounts in central England selling Vinnapas® Vinyl Acetate Ethylene emulsions, powders and solid resins to Adhesive, Textile Coating, Building product and Surface Coating Manufacturers.

Negotiation with top levels of decision-makers on prices, volumes and contracts.

Liaison with technical service in Germany and UK accounts staff. Area turnover approaching £6M.

Major project work on Customer categorisation, sales organisation and product line management.

**(Aug 93 to July 94): Webmaster Ltd, Rochdale, Lancs.**

Private Limited Company. Manufacturers of adhesive coated materials for labels and tapes.

Title: - Technical & Quality Assurance Manager.

Sales & Marketing: Development of sales of new and existing products. (50%)

Technical: New product development. Supplier assessment, liaison and purchasing management.

Supervision of operator quality activities. (25%)

Management of company BS5750 (part 2) registered quality system. (25%)

Left to seek opportunity to return to Major chemical employer

**(July 87 to Aug 93): National Starch & Chemical Ltd  
(Adhesives Division), Slough, Berks. UK.**

Subsidiary of Unilever PLC. Manufacturers of industrial adhesives.

Title: - Technical salesman.

**(July 91 to Aug 93)**

Management of major accounts in northern UK. Revenue £3M

Selling pressure sensitive adhesives to tape and label stock manufacturers.

Negotiation at all levels of decision-makers from board level to shop floor. Left to join a customer in senior position with possibility for future directorship and stockholding.

**(July 87 to July 91)**

Growing a sales area in North West England, promoting waterborne and hot melt adhesives for Packaging and Converting industries. Revenue £1.5 M, Increased by 50% in the period

**(Sept 84 to July 87): Trafford Chemicals Ltd, Warrington, Cheshire. UK.**

Private limited company, Chemical agents and traders, contract blenders.

Title: - Technical Salesman.

Selling lignosulphonates, metal salts and contract blending services to industries including brick, plasterboard and cement manufacturers and chemical formulators throughout the UK.

## **V. Availability**

I am required to give 3 full months notice from the end of a month.

## **VI. Salary Package**

### **Current package**

Basic Salary: 81,600 GBP (= 97,100 EUR @ 1.19), review due Feb 2011

Target Related Bonus: 16,000 GBP (= 19,000 EUR) (Very high level of attainment in 2008 & 2009)

Life insurance 4x Annual Gross salary and bonus combined

Private Health Insurance for all family members

Car Allowance: Choice of executive cars, example BMW 5, Audi A6, Mercedes E class. High Spec A4

Approximate price range to 38,000 EUR renewed every 3 years.

All travel and accommodation, business entertainment and meal expenses paid

Mobile phone and Blackberry fully expensed, laptop provided

Stakeholder Pension Scheme membership, employer contribution 3.5% of Gross salary + bonus

### **Expectations in new position**

Minimum requirement is that the total package will add up to the above (including new level after review) + 15%

Individual elements can be discussed, however basic cannot be lower, nor car allowance.

## **VII. Motivations**

I am interested in the challenge presented, to step up to more responsibility, but also to return to a manufacturing environment. I expect to interact well with Production, Sales and R&D again and learn more about this particular industry sector.

My main drive is to succeed, to be professional and enjoy what I do and provide well for my family.

I believe my profile is an excellent fit with that of the job description, while bringing in some extra entrepreneurial skill and experience from the Distribution business.

In terms of skills development, I would benefit from further exposure to the finance and analysis of capital projects.

My expectations for my future career are to continue to take on more responsibility for managing larger value businesses and larger team of people.