JOB DESCRIPTION

JOB TITLE: Managing Director Marketing and Sales - EURA

REPORTSTO: President

LOCATION: Europe Russia and Africa

SUMMARY;

Basic Salary £120K, Car allowance £650pm, Bonus 30% on Target + project margin kicker + over target kicker. ( the kickers doubled the base salary)

Ring fence and develop OEM business, grow the retrofits in Europe. Increase sales coverage through agents and distributors. Increase sales force.

Manages the Operations and the Sales and Marketing departments to promote and foster the booking and delivery of all CCC products and services in assigned region. To strengthen relationships with current accounts and develop new accounts and distribution channels. To reach target goals as presented at the beginning of each fiscal year. Administratively and technically supports and supervises assigned departments. Owns the Region P&L and al/ associated metrics. .

ESSENTIAL FUNCTIONS/DUTIES:

Plan and schedule the assigned staff including project 30% management, system engineering, order fulfilment, sales and marketing workload within the specific market segments. Review and analyze costs, process and forecast data to determine progress toward stated goals and objectives. Develop long-range goals and objectives for the region (budget, space, people, equipment) for presentation and approval by superiors. Motivates the group to meet its objective. Leads by example and fosters pro-activity and teamwork. Will drive all resources to communicate effectively and share information on team project pursuits.

Responsible for deploying the assigned personnel's activities 30% efficiently. Leads business development efforts in the region by evaluating partners and distributors. Optimize channel for delivery as well as suppliers and local content. Optimize profitability from the region. Relays pertinent SWOT information to management and contributes to the development of hiring and marketing plans for the territory. Meets sales requirement with lowest possible use of company resources.

Develop and manages regional staff and representative network. 15% Trains sales engineers and representatives around methodology of diagnostic selling. Directs sales activities (face to face meetings, \_phone calls, presence in trade shows) in accordance with a pre established Individual Business Plan. Strengthens relationships with existing accounts and develops new accounts to grow target market in assigned market segment

Assess the capabilities of assigned employees. Identity areas for 15%

improvement and oversee training for new and existing employees.

Contributes to company technology by development of new ......................................................10% justification techniques, applications, and innovative solutions. Will ensure all internal technology such as IFS, time reporting, expense reporting and CRM are up to date. Follow all company safety policies and procedures. Respond to change productively and handle other duties as required.

PEOPLEDEVELOPMENT AND LEADERSHIP

Carry out managerial responsibilities in accordance with the organisation's policies and applicable laws, including Health and Safety, Investors in People, Sarbanes Oxley, Quality Standards, Environmental Policy, and Ethics Policy Responsibilities include interviewing, hiring and training employees; employee development; Planning, assigning and directing work, apprising performance; rewarding and disciplining, employees; addressing complaints and resolving problems.

Develop skills, through effective management coaching.