



Position Specification

POSITION	Business Development Manager – Europe, Middle East, Africa Houston TX Location
COMPANY	Our client is an industry leading provider of capital equipment used in municipal and industrial wastewater treatment applications and other process applications. The company is dynamic, entrepreneurial, and growing rapidly. Our client is a privately owned company with annual revenues of approximately \$40 million. They are based in Houston, Texas.
POSITION SUMMARY	The position under search is that of Business Development Manager for Europe, Middle East & Africa, based out of the company's corporate headquarters in Houston. The successful candidate will manage both inside and outside sales of the company's products through a combination of regional managers and independent manufacturer's representatives in each country or market throughout the region. The position reports to the Vice President of Sales & Marketing.
POSITION RESPONSIBILITIES	<p>The successful candidate will:</p> <ul style="list-style-type: none">▲ Assume leadership of sales efforts directed toward all markets in Europe, the Middle East, and Africa▲ Manage inside sales and regional managers, as well as a network of independent manufacturer's representatives in each market▲ Build and develop the manufacturer's rep network in selected countries within the assigned region▲ Consult with clients and the company's local, in-market representatives as to client needs, review specifications, build cost models, and prepare quotes and proposals▲ Travel the territory and make sales calls with local representatives as appropriate (at least 50% travel overall)▲ Close and write-up orders and follow up with other company departments as necessary▲ Achieve or preferably exceed assigned sales quotas and such other goals and objectives as may be agreed with management.
DESIRED CANDIDATE ATTRIBUTES	<ul style="list-style-type: none">▲ A four year degree in business, engineering, or industrial distribution is preferred▲ Strong sales background with a demonstrable track record of meeting or exceeding sales goals and building market share

- ▲ Strategic approach to understanding customers and their needs and positioning the company's products advantageously with regard to those needs
- ▲ Strong commercial background, thorough understanding of the sales cycle, a closer
- ▲ Prefer 5+ years selling to industrial and government accounts in the EMEA region; fluency in Arabic and/or French would be a plus
- ▲ Understanding of wastewater treatment processes would be a plus as the client's products are sold primarily into that market
- ▲ Experience managing a network of independent manufacturer's representatives would be a plus
- ▲ Very high energy level, consistent with key leadership responsibility within a business that is very much in growth mode
- ▲ Superior interpersonal and communications skills, both verbal and written; excellent presentation skills
- ▲ Strong computer skills, including both the Office suite of applications as well as customer relationship management (CRM) systems
- ▲ A person who thrives in an entrepreneurial environment where decisions are made quickly in response to market opportunities and communication and teamwork are essential
- ▲ A person of impeccable reputation and the highest ethical standards

COMPENSATION

Our client envisions a highly competitive compensation package that will include a base salary commensurate with career accomplishments, plus a significant bonus opportunity and a full range of company benefits.

CONTACT

Qualified and interested candidates should contact the executive recruiter by email, including a current resume in Word or PDF format:

Houghton Hutcheson
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