



Position Specification

POSITION	Vice President, Business Development
COMPANY	<p>Our client is an industry leader in the design and engineering of process heating technologies for clients in the oil refining and petrochemical industries. The company's design activities cover high-end process furnaces, LNG, hydrogen, ammonia, and syngas plants. Our client serves a worldwide customer base.</p> <p>Our client is a wholly owned subsidiary of one of the largest specialty contractors and specialty engineering companies in the United States, primarily serving the growing power and energy sectors. The parent company is a public company with total annual revenues approaching \$1 billion.</p> <p>The position under search is the overall sales and marketing lead position in the company, reporting to the President.</p>
LOCATION	This position is based in Southern California
POSITION SUMMARY	The successful candidate will manage the sales, marketing, and business development activities of the company, including prospecting for, developing and maintaining client relationships, developing and maintaining the company's status as an approved vendor for major clients, and identifying and responding to bid opportunities (both solicited and unsolicited.) This position plays a key role in pricing bids and proposals, seeking an appropriate balance between remaining competitive while also ensuring that projects successfully sold can be completed profitably.
POSITION RESPONSIBILITIES	<p>The successful candidate will:</p> <ul style="list-style-type: none">▲ Market to current and prospective customers all of the company's products and engineering capabilities▲ Manage and/or coordinate as appropriate all sales and related support functions at corporate headquarters as well as in branch and subsidiary offices▲ Manage sales representatives, agents, and commercial associates▲ Open new markets and geographies for sales growth▲ Forecast sales projections on a periodic basis as required and keep proposal/prospect list updated, communicating status to the President and other members of the senior management team as

required

- ▲ Set commercial strategy for proposals and negotiate terms and conditions that ensure order closure while also protecting the profitability of projects and the company's interests
- ▲ Oversee the development and updating of marketing resources such as the company's brochures, website, public relations materials, etc.
- ▲ Organize and chair as appropriate the proposal kickoff meetings and pricing meetings as envisioned in the company's ISO-approved sales process
- ▲ Plan and oversee the company's participation in special marketing activities such as trade shows and industry events
- ▲ Achieve and/or maintain a strong personal and professional profile in the industry and in key target customer verticals through active participation and leadership in industry affairs
- ▲ Attain and maintain personal contact and strong professional relationships with key customer industry executives
- ▲ Attract, deploy, retain, and effectively manage a "best in class" team of top-performing individuals in all sales and marketing functions
- ▲ Maintain strong lines of communication such that other members of the senior management team are at all times aware of key developments affecting their particular areas of interest or the business as a whole
- ▲ Four year degree in a pertinent engineering discipline; graduate engineering degree or MBA would be helpful but not required
- ▲ A minimum of fifteen (15) years of progressively responsible business experience, with particular emphasis on leadership of sales and business development activities in an engineering related business
- ▲ Background in the EPC industry would be helpful, particularly in a business that performs primarily "fixed price" projects
- ▲ A confident manager who can step into an organization where key employees have in some cases been working together for 30 years or more, and can assimilate effectively as a key member of the team
- ▲ Ideally someone who brings to the organization an extensive network of key contacts in downstream markets and in companies serving those markets
- ▲ Very high energy level, consistent with hands-on senior management responsibility for a business that is very much in growth mode
- ▲ Superior interpersonal abilities and communications skills, both

**DESIRED
CANDIDATE
ATTRIBUTES**

verbal and written

▲ Motivation that is centered around goals, results, and increasing shareholder value

▲ A person of impeccable reputation and the highest ethical standards

COMPENSATION

Our client envisions a highly competitive executive compensation package that includes a strong base salary, bonus plan, automobile, and the usual and customary employee benefits associated with a senior professional position in a successful company.

CONTACT

To express interest in this position or to refer a possible candidate, please contact the executive recruiter:

Houghton Hutcheson
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713-203-1121 (Phone)
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