



## **REGIONAL SALES MANAGER**

**Dover Chemical Corporation**, a sister subsidiary of *Primex Plastics*; both *Primex* and *Dover Chemical* are subsidiaries of *ICC Industries*, a leader for over 50 years in the international and domestic trading, manufacture, and marketing of chemicals, plastics, and pharmaceuticals has an opening for a salary exempt position of **Regional Sales Manager** at its Dover, OH manufacturing facility. Dover Chemical Corporation is a global leader in lubricants, plastic additives, and other specialty chemicals used in a variety of industries and construction.

### **JOB SUMMARY:**

Primary responsibility is to manage sales of specialty chemicals to customers and prospective customers in an assigned territory or market. The Regional Sales Manager is expected to develop an in-depth knowledge of products, services and markets in order to match the Company's offerings to both existing and prospective customer needs. The Regional Sales Manager also is expected to build and maintain long-term, lasting business relationships through effective communication, technical consultation, and knowledge of products, applications and industry trends. He, or she, will effectively communicate internally (i.e. customer call reports) as well as including developing and continually updating forecasts, market trends and competitive activity in a timely fashion.

### **DUTIES & RESPONSIBILITIES:**

1. Obtaining orders, establishing new accounts, resolving customer complaints by investigating problems, developing solutions, preparing reports and making recommendations to management for increasing sales volume within the region. Resolve customer complaints regarding sales and service.
2. Building strong relationships and business partnerships with customers, knowledge of technical /chemistry product applications and terminology unique to the chemical industry; creativity; time management; and the ability to communicate in non-technical terms to non-technical individuals
3. Identify, evaluate, prioritize and develop new business opportunities and other strategic growth opportunities for the Company.
4. Analyze industry dynamics and the competitive landscape and identify business opportunities for expansion in key growth markets and regions.
5. Develop and grow the commercial relationships of customers while prospecting for new accounts to increase market penetration and gross margin.
6. Develop new accounts and grow sales at a level consistent with company expectations.
7. Develop effective territory management, establishes priorities, and determines selling approaches.
8. Make recommendations to management regarding product improvements.
9. Develop an opportunity pipeline that will deliver sales targets.
10. Ownership of regional customer relations issues, both in a proactive and reactive capacity.

### **REQUIRED SKILLS & ABILITIES:**

In order to perform the essential functions of the job successfully, an individual should be of high integrity, motivated, creative, and a team player who possesses the following competencies:

1. **Strategic Thinking** – Taking the longer term into consideration and developing broad scale objectives.
2. **Innovativeness** – Generating original and imaginative ideas and solutions to problems.
3. **Ability To Learn** – Quickly understanding and applying information, concepts and strategies.
4. **Adaptability** – Maintaining effectiveness in different situations, environments and cultures.

5. **Flexibility** – Ability to alter behavior and opinions in the light of new information or changing situations.
6. **Positive Self Image** – Believing in oneself.
7. **Self-Control** – Continuing to perform effectively in stressful and difficult circumstances.
8. **Tenacity** – Repeated and enduring efforts to overcome obstacles and/or to complete tasks.
9. **Thoroughness** – Seeking completeness and accuracy.
10. **Interpersonal Awareness** – Drawing inferences about and maintaining awareness of others' interests, moods and concerns.
11. **Strategic Influencing** – Being aware of different forms and sources of influencing in choosing between different influencing strategies. Ability to employ a variety of means to gain agreement.
12. **Initiative** – Engaging in proactive behavior; seizing opportunities.
13. **Critical Information Seeking** – Gathering critical information from key sources to assist problem solving.
14. **Results Orientation** – Focusing attention on key objectives; wanting effective outcomes.

#### **EDUCATION & EXPERIENCE:**

1. Bachelor's degree, preferably Chemistry, Polymer Science, Biology, or Chemical Engineering.
2. 3+ years' experience preferred in the chemical, metalworking additives or plastics industries with direct one-on-one outside customer sales and account management responsibility.
3. Must be professional, ethical, results and business-oriented with a strong work ethic with the experience to grow existing customers and to aggressively develop prospective customers through face-to-face selling.
4. Must possess and exhibit a high level of technical skills with the ability to effectively communicate and sell to various levels and departments of existing and prospective customer organizations.
5. Must be able to work independently and manage his/her work time effectively.
6. Should have the potential to effectively lead and manage others.
7. Experience developing and executing strategic plans and market analysis.
8. Broad understanding of business issues, metrics, organizational linkages and customer value
9. Successful track record of managing critical business relationships.
10. Ability to influence and develop high level relationships (both internal and external).
11. Broad understanding of business issues, metrics, organizational linkages, customer value, ethics and integrity required.
12. Experience with sales elements of ERP commercial systems is a plus.
13. Microsoft Office, Excel and Power Point proficiency is required.
14. Proven record of exceeding established sales budgets and time/territory management skills.
15. Home office base is required within territory and close to an airport
16. Ability and willingness to travel within the assigned territory. Overnight travel expected.
17. Domestic travel via personal automobile and commercial air transportation is required. Some international travel may on occasion be required.
18. Valid active driver's license is required.

#### **COMPETITIVE BENEFITS INCLUDING:**

Medical, prescription, dental, vision, bonus potential, matching 401 (k), vacation, paid holidays. Salary will be commensurate with education, training, and background experience.

Resumes with work histories must include salary requirements. Resumes without this information will not be considered. Enter in subject line **Regional Sales Manager** and email to [resumes@doverchem.com](mailto:resumes@doverchem.com).

Please visit our website at [www.doverchem.com](http://www.doverchem.com) for more information about the company. No phone calls please. Principals only; no recruiter calls.