

## Role Description & Person Profile

<b>Role</b>	
<b>Job title</b>	Sales Manager
<b>Division</b>	Primary Diets - Śmigiel
<b>Department</b>	Commercial
<b>Reporting to</b>	Commercial Manager
<b>Location</b>	Home based with extensive Poland travel

<b>Description</b>	
<b>Impact Statement</b>	<p>The aim of this role is to develop the sales resource for piglet starter feed and premixes in Poland following the acquisition of the Śmigiel factory. We seek to ensure the continued success of our market leading business.</p> <p>The individual will be a key member of the commercial team driving the business's future growth plans in piglet and pig products in Poland.</p>
<b>Role Objectives</b>	<ol style="list-style-type: none"> <li>1. <b>Account development</b> - Identify and develop potential new customers in an agreed territory through their own initiative to meet agreed sales targets.</li> <li>2. <b>Account management</b> - Work with existing clients to maintain and grow business through successful identification of client nutritional needs and commercial requirements.</li> <li>3. <b>Team Work</b> – working closely with currently team , deliver market information and drive new marketing and product ideas.</li> <li>4. Working with the technical team (Poland and UK) to ensure the coordination of farm trials and ensure technical information from the market is fed back to the technical team.</li> <li>5. Business representation at meetings / conferences as required.</li> </ol>

<p><b>Key Stakeholders</b></p>	<ol style="list-style-type: none"> <li>1. Understanding the pig customer / pig industry and anticipating their needs is crucial.</li> <li>2. Ability to collect and disseminate information to the sales team.</li> <li>3. Ability and understanding in communicating effectively and in a professional manner with all required internal business functions.</li> </ol>
<p><b>Scope</b></p>	<p>The applicant would need the industry knowledge to be able to perform the role objectives and satisfy the requirement to be able to “add value” to the customer base.</p> <p>Role would involve extensive travel across the key pig farming areas of Poland.</p> <p>Location can generally be flexible however a high level of customer service and business development needs to be maintained.</p>

<p><b>Person Profile</b></p>		<p><b>Essential or Desirable</b></p>
<p><b>Knowledge</b></p>	<p>Significant pig industry and commercial experience in a feed or allied business.</p> <p>Practical pig production / management skills / knowledge.</p>	<p>E</p> <p>E</p>
<p><b>Key Behaviours</b></p>	<p>Determination, empathy, tenacity and patience are essential qualities to be successful in this role.</p> <p>The role provides a high level of autonomy and independence so requires a self-starter who can develop and grow the business.</p> <p>Understands customer viewpoint by being customer focused and understanding where value can be added to their business.</p>	<p>E</p> <p>E</p> <p>E</p>

	<p>Shares ideas and experience as part of a team.</p> <p>Attention to detail while remaining aware of the bigger picture and timescales.</p> <p>Performs tasks and makes key decisions in a timeframe that is responsive and assertive. Takes a proactive approach to problem solving to ensure excellence at speed.</p>	<p>E</p> <p>E</p> <p>E</p>
<p><b>Other Factors</b> Travel</p>	<p>Role would involve extensive travel, across the key pig farming areas of Poland .</p>	