

General Information

Job Title	Business Development Manager Europe	Function	Sales
Business	Foodservice	Division	
Brand	deSter	Country	Belgium or Germany
Unit / Location	Hoogstraten – Belgium or Frankfurt - Germany	Date Created	
Created By	Sales / HR	Approved By	Global Sales Director Foodservice

Job Summary:

The Business Development Manager is responsible for managing and developing the sales activities in the region. This will include acquisition of new customers and maintain customer relationships, retain the existing business via achieving the best for deSter and the customer. The Business Development Manager will build new profitable business via ongoing management of an active sales pipeline and subsequent implementation. He/she will implement new business accurately and in line with expectations of all stakeholders. The Business Development Manager will maintain extensive knowledge of current market conditions and negotiate/close business deals.

Main Duties and Responsibilities:

- Ensure management of budget (revenue, profitability)
- Manage the customer contact program
- Anticipate and propose short-term sales objectives for the sales region and modify them in line with the market situation/needs/ requirements/trends, in cooperation with the Global Sales Director Foodservice
- Ensure all contracts are accurately implemented e.g. managing contract performance, customer payment terms, delivery terms and complaints. Report weekly or as required
- Research, propose and present new business opportunities and ensure an accurate and targeted sales pipeline is in place with a corresponding action plan
- Ensure sales tenders are managed to the highest standards to achieve top class conversion levels and deals are expertly negotiated, with the support of the key stakeholders
- Responsible for managing and achieving the sales budget
- Works collaboratively with colleagues in other parts of the organization to identify and utilize existing resources to capture new business development
- Builds extensive internal networks across the Company globally to ensure support resources are utilized on growth initiatives
- Maintain extensive knowledge of the current market conditions and Initiate projects to achieve targets, including; good and thorough understanding of market trends, customer needs, and competitive moves in addition to strengths/capabilities and competitive position

Qualifications

Education:

- Master preferred, minimum Bachelor degree in Economics or any related discipline
- Academic / Work experience internationally across EU would be a plus

Work Experience:

- At least 2-3 years of sales experience, preferably in Foodservice packaging
- Has a robust and current network would be a plus

Technical Skills: (Certification, Licenses and Registration)

- O365 (Outlook, Teams, Sharepoint, Excel, PowerPoint, Word)
- Any ERP (Dynamics) and CRM (SFDC) experience would be an advantage

Job Skills:

- Ability to recognize and fulfil the client needs
- Use initiative to improve long term business results
- Inspire others to share your vision and support them to reach a common goal
- Results driven, tenacious, focused and flexible
- Proven negotiation skills
- Strong communication skills on all levels in the organization
- Strict, attention to detail, well organized, accurate and well documented
- Team player

Language / Communication Skills:

- Fluent English both written and verbal

Job Dimensions

Geographic Responsibility: Regional (Europe)

Type of Employment: Full-time

Travel %: 50

Exemption Classification: (United States only – Exempt, Non-exempt)

Internal Relationships: RVP / BDM's / CS / CPCC Departments / deStudio members / Procurement / QD / commercial teams of other regions

External Relationships: Customers, Catering units, Industry networks (IFSA, PAX, ...), divisional management

Work Environment / Requirements of the Job: N.A.

Budget / Revenue Responsibility: 7-10m EUR (Local Currency)

Organization Structure

Direct Line Manager (Title): *Global Sales Director Foodservice*

Dotted Line Manager (Title, if applicable): N.A.

Number of Direct Reports: N.A

Number of Dotted Line Reports: N.A.

Estimated Total Size of Team: *N.A*

gategroup Competencies Required to be Successful in the Job:

- **Thinking** – Information Search and analysis & problem resolution skills
- **Engaging** – Understanding others, Team Leadership and Developing People
- **Inspiring** – Influencing and building relationships, Motivating and Inspiring, Communicating effectively
- **Achieving** – Delivering business results under pressure, Championing Performance Improvement and Customer Focus

Demonstrated Values to be Successful in the Position

Employees at gategroup are expected to live our Values of Excellence, Integrity, Passion and Accountability. To demonstrate these Values, we expect to observe the following from everyone:

- We treat each other with respect and we act with **integrity**
- We communicate and keep each other informed
- We put our heads together to problem solve and deliver **excellence** as a team
- We have **passion** for our work and we pay attention to the little details
- We foster an environment of **accountability**, take responsibility for our actions and learn from our mistakes
- We do what we say we will do, when we say we are going to do it
- We care about our coworkers, always taking an opportunity to make someone’s day better

The above statements are intended to describe the general nature and level of the job being performed by the individual(s) assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required. gategroup reserves the right to modify, add, or remove duties and to assign other duties as necessary. In addition, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position. Candidates may be required to go through pre-employment drug screen, criminal check and/or airport fingerprinting.

gategroup – an equal opportunity employer. We are committed to workforce diversity and actively encourage all qualified persons to seek employment with us, including, but not limited to, racial and ethnic minorities, women, veterans and persons with disabilities.

For HR use only, not to be included in job posting / advertising

Date Revised:		Job Grade:		Job Code:	
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