

Compressor Controls Corporation

JOB TITLE: Sales & Marketing Manager
REPORTS TO: Director – Market Segment
LOCATION: Moscow, Russia

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SUMMARY:

Manages the sales and marketing department to promote and foster the sales of all CCC products and services in assigned market segment. To strengthen relationships with current accounts and develop new accounts and distribution channels. To reach target goals as presented at the beginning of each fiscal year. Administratively and technically supports and supervises assigned department.

ESSENTIAL FUNCTIONS/DUTIES:

- Plan and schedule the sales and marketing department workload within the specific market segment
- Review and analyze costs, process and forecast data to determine progress toward stated goals and objectives
- Develop long-range goals and objectives for the sales and marketing department (budget, space, people, equipment) for presentation and approval by superiors
- Develop and manages sales engineer staff and representative network
- Trains sales engineers and representatives around methodology of diagnostic selling
- Directs sales activities (face to face meetings, phone calls, presence in trade shows) in accordance with a pre-established Individual Business Plan
- Strengthens relationships with existing accounts and develops new accounts to grow target market in assigned market segment
- Provide technical sales and marketing guidance to the assigned market segment
- Ensure that policies, practices and procedures are followed
- Assess the capabilities of assigned employees. Identify areas for improvement and oversee training for new and existing employees
- Delegates functions to subordinates, regularly measures performance of assigned functions and reports results that meet required deadlines
- Follow all company safety policies and procedures. Respond to change productively and handle other duties as required

PEOPLE DEVELOPMENT AND LEADERSHIP

- Carry out supervisory responsibilities in accordance with the organisation's policies and applicable laws, including Health and Safety, Investors in People, Sarbanes Oxley, Quality Standards, Environmental Policy, and Ethics Policy
- Responsibilities include interviewing, hiring and training employees; employee development; Planning, assigning and directing work, appraising performance; rewarding and disciplining, employees; addressing complaints and resolving problems.
- Develop skills, through effective management coaching.

EDUCATION AND EXPERIENCE:

- Bachelor's degree in Engineering from four-year college or university; or related experience and/or equivalent combination of education and experience
- Five years related experience with compressor and turbine control systems; minimum of 3 years experience supervising a sales region or territory with a minimum of 2 years experience training and developing sales staff
- Requires engineering expertise in rotating equipment, Oil & Gas process, and/or Instrumentation and Controls. Demonstrated knowledge of turbomachinery industry
- Experience with planning, budgeting, forecasting and other management tools for business direction
- Proven record of success in sales and marketing and after sales support
- Demonstrated leadership and excellent communication skills
- Fluent in English, both written and verbal
- Fluency in Russian is beneficial
- Ability to travel and work with customers worldwide

Knowledge & Skills:

Ability to proficiently use computers. Knowledge of Microsoft Office applications.

Candidates who do not meet the above required qualifications may be considered for a lower level position and grade.

WORKING CONDITIONS:

The noise level in the work environment is usually moderate. Occasional domestic and international travel may be required.

PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit; use hands to finger, handle, or feel; reach with hands and arms and talk or hear. The employee is occasionally required to stand and walk. The employee must occasionally lift and/or move up to 30 pounds. Specific vision abilities required by this job include close vision and ability to adjust focus.

Disclaimer

The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.

EOE/M/F/D/V