

JOB DESCRIPTION

Date: 2019

Title: International Sales Manager - EMEA

Mission: To manage distributors and sell.

Position Requirements

Person Specification/Experience:

To perform the job successfully, an individual should demonstrate the following competencies:

- Proven ability to sell in various countries, ideally with a good track record in the toy industry.
- Problem Solving: Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics.
- Customer Service: Manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- Oral Communication: Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; responds well to questions.
- Written Communication - Writes clearly and informatively; presents numerical data effectively; able to read and interpret written information.
- Leadership - Exhibits confidence in self and others; inspires and motivates others to perform well; effectively influences actions and opinions of others; accepts feedback from others.
- Business Acumen - Understands business implications of decisions; displays orientation to profitability; demonstrates knowledge of market and competition; aligns work with strategic goals.
- Planning/Organizing - Prioritizes and plans work activities; uses time efficiently; plans for additional resources; sets goals and objectives; organizes or schedules other people and their tasks; develops realistic action plans.
- Good spoken and written English is essential. Good spoken and written French and/or Spanish would be beneficial.
- Several years of successful international sales experience in recruiting and managing importer-distributors or sales agencies, and possibly also selling direct to retail.

- Proven track record for building and maintaining sales relationships .
- Proven ability to negotiate sales contracts.
- Demonstrated ability to grow business revenue.
- Understanding of European markets.
- A robust and self-sufficient character who is self-motivating and doesn't need emotional support of colleagues on a day-to-day basis.
- Well organized and self-reliant.
- Rigorously controls and evaluates cost-effectiveness of travel and keeps within budget.
- Someone who is good at communicating, cooperates willingly and effectively with colleagues, and seeks out information without expecting to be fed it.
- Proven ability to work in an exposed position where the effort invested and the results therefrom are clearly seen.
- Willing to travel around Europe, Asia and the US for specific business need. The place of work would be Milton Keynes although home-based working is available.
- A person who has the capability to develop a strategy and implement it.
- A person who relishes a challenge, a fighter who will respond to buyer rejection by trying again rather than getting depressed. Someone who is highly motivated and energetic to achieve challenging goals.

Key Result Areas and Activities:

- Manage existing distributors where they are doing a good job, and work with them to build sales for the long term.
- Where existing distributors are absent or inadequate, identify and negotiate with suitable distributors and appoint one or more for each country as required.
- Manage the new distributors to build a long term business on a sound footing of mutual trust.
- Maintain a close understanding of export markets so as to be able to provide input to the product development division for ideas for new products and for input into products in development.

- In the long term possibly also manage sales agents selling Little Tikes in some countries.
- The markets are Europe including (Eastern Europe), Middle East, Africa & Nordic.