



## Job Profile

Job Title:	Account Development Engineer		
Department/Location:	Home based with extensive travel (UK, EU, USA, Worldwide)		
Reports to:	Head of Sales and Marketing		
Hours of work:	As required by the role, at least 37.5hrs per week		
Time in field	50%	Territory	Global

### Summary of Position:

The Account Development Engineer (ADE) is expected to maintain and grow our strategic key accounts over multi-year sale cycles.

Our customers are: demanding, complex and spread across many sites, cultures and countries. Customers value Vapormatt as trusted advisors on all matters relating to wet blasting technology and the ADE will build upon this strong reputation to further penetrate large accounts and find new opportunities.

Working closely with the Business Development Coordinators (BDC) the person is expected to spend 50% of their time in the field, meeting with and owning the relationships with key accounts to help drive opportunities through the pipeline and sales process to eventual orders.

This role will suit an outgoing and detail orientated person who is comfortable operating into complex international environments across a select few customers.

### Primary Responsibilities

1	Professionally secure new orders from key accounts all over the world;
2	Diligently progress all live projects in collaboration with the Business Development Coordinators;
3	Carefully map our customer accounts, maintain good relations with all stakeholders;
4	Accurately maintain and update the sales pipeline within our CRM;
5	Become a trusted adviser and challenger to help our customers solve problems;
6	Negotiate with confidence and detail to secure win-win contracts;
7	Develop an account sales process and targets, as agreed with the Head of Sales and Marketing;
8	Quickly build rapport and relationships with colleagues and customers;
9	Proactively seek out ways to improve knowledge and sales skills;
10	Be comfortable working across all levels of hierarchy over multiple cultures and time zones;
11	Assist the handover process of new orders to the operations team as and when required;
12	Feedback to marketing on sales toolkits and provide constructive suggestion for improvements;
13	Adhere to company administration systems and policies;
14	Undertake specific projects/activities as requested by the Head of Sales and Marketing;
15	General Administration duties for as and when required.

**Note:** This job profile is not exhaustive and will be subject to periodic review. It may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process.

**Personal Specification:**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>University degree at 2:1 or higher preferably in engineering or business;</li> </ul>	<ul style="list-style-type: none"> <li>Asian or European language skills;</li> <li>Professional sales training.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Proven sales experience;</li> <li>Success in large accounts;</li> <li>An engineering / manufacturing background;</li> <li>Complex Business to Business sales experience in an international market.</li> </ul>	<ul style="list-style-type: none"> <li>A surface finishing background;</li> <li>Capital equipment sales;</li> <li>Working with Agents and Distributors.</li> </ul>
<b>Qualities and Attitude</b>	<p>Should demonstrate...</p> <ul style="list-style-type: none"> <li>A consultative ear with an eye for detail;</li> <li>High levels of self-discipline and effective time management;</li> <li>A tolerance to adversity and change;</li> <li>Excellent listening skills and a Buyer led attitude;</li> <li>Accountability for hitting goals and targets;</li> <li>Charisma and an ability to quickly build rapport with others;</li> <li>Ability to thrive in a team based sales process.</li> </ul>	<p>Can demonstrate...</p> <ul style="list-style-type: none"> <li>Flexibility within a dynamic environment;</li> <li>How creativity has helped a Buyer;</li> <li>Where critical thinking has been used to solve a problem;</li> <li>Team working and supporting colleagues;</li> <li>Strong negotiation and sales skills;</li> <li>Culturally curious and aware;</li> <li>Strong executive presence;</li> <li>An ability to influence technical leaders.</li> </ul>

**Competencies:**

Listening skills	Open and honest communication
Supportive behaviour	A strong and fast paced work ethic
Attention to detail	

**Prepared by:**

Name:	Ryan Ashworth	Date:	14 <sup>th</sup> March 2022
Title:	Head of Sales and Marketing		