



Sales Manager – MWF, Lubricant & Fuel Additives

JOB SUMMARY:

The primary responsibility is to manage sales and the market development of lube related additives into the machining, industrial and automotive marketspaces. In this role you will be expected to develop an in-depth knowledge of products, services along with current and future market needs in order to integrate Dover and its additives into the downstream value chain.

Technical selling is the preferred method to manage sales and develop markets. The active participation in Professional Organizations, interaction with our customers and their customers are essential to the development of the Dover market and reputation.

This role will also be responsible to recommend, and oversee technical support for current customers/products but will also be responsible to make recommendations and advocate for new product chemistry for future needs. The ability to interact with R&D and evaluate ideas technically as well as the selection and interpretation of tribological test are expected.

JOB REQUIREMENTS:

- Bachelor's degree, preferably Chemistry, Polymer Science, Biology, or Chemical Engineering.
- 3-5 years' experience preferred in the chemical, metalworking additives, petrochemical, plastic, refining, gas or pharmaceutical industries with direct one-on-one outside customer sales and account management responsibility or related experience.
- Must possess and exhibit a high level of technical skills with the ability to effectively communicate and sell to various levels and departments of existing and prospective customer organizations.
- Must be able to work independently and manage his/her work time effectively.
- Should have the potential to effectively lead and manage others.
- Experience developing and executing strategic plans and market analysis.
- Broad understanding of business issues, metrics, organizational linkages and customer value
- Successful track record of managing critical business relationships.
- Ability to influence and develop high-level relationships (both internal and external).
- Broad understanding of business issues, metrics, organizational linkages, customer value, ethics and integrity required.
- Experience with sales elements of ERP commercial systems is a plus.
- Microsoft Office, Excel and Power Point proficiency is required.
- Home office base is required with easy access to commercial airports.
- Ability and willingness to travel within the assigned territory. Overnight travel expected; ~25-40% could be anticipated.
- Domestic travel via personal automobile and commercial air transportation is required. Some international travel may on occasion be required.
- Valid active driver's license is required.

NATURE & SCOPE:

The **Sales Manager**, reports to the **Business Manager, Lubricant Additives** and is responsible for the sales and market development of MWF, L&F additives. This role is sales focused but is inclusive of market development including project management. This role is inclusive of:

- Obtaining orders, establishing new accounts, resolving customer complaints by investigating problems, developing solutions, preparing reports and making recommendations to management for increasing sales volume within the region. Resolve customer complaints regarding sales and service.

- Building strong relationships and business partnerships with customers, knowledge of technical / chemistry product applications and terminology unique to the chemical industry; creativity; time management; and the ability to communicate in non-technical terms to non-technical individuals
- Identify, evaluate, prioritize and develop new business opportunities and other strategic growth opportunities for the Company.
- Analyze industry dynamics and the competitive landscape and identify business opportunities for expansion in key growth markets and regions.
- Develop and grow the commercial relationships of customers while prospecting for new accounts to increase market penetration and gross margin.
- Develop new accounts and grow sales at a level consistent with company expectations.
- Develop effective territory management, establishes priorities, and determines selling approaches.
- Make recommendations to management regarding product improvements.
- Develop an opportunity pipeline that will deliver sales targets.
- Ownership of regional customer relations issues, both in a proactive and reactive capacity.

COMPETENCIES:

Thinking Competencies:

- **Strategic Thinking** – Taking the longer term into consideration and developing broad scale objectives.
- **Innovativeness** – Generating original and imaginative ideas and solutions to problems.

Self-Managing Competencies:

- **Ability To Learn** – Quickly understanding and applying information, concepts and strategies.
- **Adaptability** – Maintaining effectiveness in different situations, environments and cultures.
- **Flexibility** – Ability to alter behavior and opinions in the light of new information or changing situations.
- **Self-Control** – Continuing to perform effectively in stressful and difficult circumstances.
- **Tenacity** – Desire and commitment to overcome obstacles and/or to complete tasks.
- **Thoroughness** – Seeking completeness and accuracy.
- **Interpersonal Awareness** – Drawing inferences about and maintaining awareness of others' interests, moods and concerns.

Influencing Competencies:

- **Strategic Influencing** – Being aware of different forms and sources of influencing in choosing between different influencing strategies. Ability to employ a variety of means to gain agreement.

Achieving Competencies:

- **Initiative** – Engaging in proactive behavior; seizing opportunities.
- **Critical Information Seeking** – Gathering critical information from key sources to assist problem solving.

Results Orientation – Focusing attention on key objectives; wanting effective outcomes.

COMPETITIVE BENEFITS INCLUDING:

Medical, prescription, dental, bonus potential, matching 401 (k), vacation, 11 paid holidays, company paid life insurance. Salary will be commensurate with education, training, and background experience.

Please email resumes to resumes@doverchem.com with **Sales Manager Lubricants Additives** in the subject line.

NO PHONE CALLS TO EMPLOYER - NO RECRUITER CALLS – NO VISA SPONSORSHIPS