

# Regional Sales Manager North

## 담당 업무

Ensure the business of belts/components/services in the industrial market & After Market of the business subregion "North" in compliance with the strategy of the Segment in order to achieve targeted results.

Lead and organize all relevant activities for the Subregional Sales, Sales Operations, and Application Engineering Teams.

## Areas of Responsibility / Main Tasks

### 1. Business and Organization Management (Full)

- Ensure profitable business in the industrial market of the assigned business subregion
- Define and maintain effective organizational structure
- Review business results and implement necessary changes
- Ensure proper execution of organizational policies

### 2. Entrepreneurial Responsibility, Finance & Controlling (Full)

- Drive achievement of financial and non-financial KPIs
- Align and support regions and central functions
- Ensure compliance with legal and regulatory requirements
- Take decisions aligned with business objectives
- Analyze market trends, sales, turnover, costs, and contribution margin
- Define product portfolio requirements

### 3. Strategy Development (Full)

- Develop and implement long-term sustainable business strategy
- Define distribution channels, customer groups, and product portfolio
- Align industrial strategy and budgets with BU governance

### 4. Customer Relation (Full)

- Customer acquisition and contract management
- Commercial negotiations aligned with strategy
- Manage customer expectations within corporate standards
- Handle escalations and specific requests
- Build strategic customer relationships
- Align customer demand with corporate standards
- Ensure compliance in customer interactions
- Represent the organization at customer events

### 5. Leadership (Full)

- Inspire teams aligned with leadership philosophy
- Build trust and provide stability
- Encourage innovation and ownership
- Hire, manage, and develop talent



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**Hybrid Job**

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- Implement training and capability-building plans
- Ensure adequate workforce capacity

#### **6. Representation of the Segment / Business Unit (Shared)**

- Represent the business to stakeholders, customers, associations, and government bodies

#### **7. Human Relations Management (Shared)**

- Ensure employee development and succession planning
- Lead and coordinate employee efforts
- Embed organizational values

#### **8. Quality (Shared)**

- Ensure adherence to quality standards and guidelines
- Drive quality awareness and customer quality targets
- Ensure compliance with code of conduct and legal requirements

#### **Intercultural / International Experience:**

- Intercultural sensitivity required
- Experience working in international teams (minimum 3 years preferred)

#### 지원자 프로필

##### **Education / Certification:**

- Bachelor's degree (Engineering, Business, or similar)

##### **Professional Experience:**

- Minimum 5 years in Sales / Account Management in industrial or automotive aftermarket
- Minimum 5 years of management experience

##### **Project / Process Experience:**

- Project management experience preferred

##### **Leadership Experience:**

- Experience in leading teams preferred

#### 처우 조건

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#### 기업 소개

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