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| <b>Job Title:</b>         | Sales Director – Cariflex                                    |
| <b>Location:</b>          | North America, Europe (The Netherlands/Germany) or East Asia |
| <b>Employment Status:</b> | Full-time  |
| <b>Reports To:</b>        | This position will report to the Vice President of Sales     |
| <b>Travel (%):</b>        | > 50%  |

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| <p><b><u>Major Roles &amp; Responsibilities</u></b></p> | <p>Kraton Corporation is looking to hire a new member of our (global) Commercial department. The Sales Director is the functional and administrative leader of the sales team owning the development of growth oriented sales strategies and aligned resource plan with clearly defined performance targets.</p> <p><b><u>Major Roles &amp; Responsibilities</u></b></p> <ul style="list-style-type: none"> <li>• Lead the development and execution of the annual sales plan for the assigned business unit including goal development, critical customer account plans, growth in potential market segments, and ownership of contribution margin.</li> <li>• Own and drive implementation of the contribution margin, volume, and commercialized innovation goals for the business.</li> <li>• Develop senior level customer relationships to facilitate strategic partnerships.</li> <li>• Develop relationships with potential customers leveraging strategic insights to initiate and drive local innovation opportunities.</li> <li>• Understand key global trends and Kraton's competitive position within the region/location.</li> <li>• Create/continually improve work processes and maintain local forecast administration to support supply planning systems for the market.</li> <li>• Drive knowledge management, lead follow-up, and innovation tracking through the use of CRM and a comprehensive sales training curriculum.</li> <li>• Drive value pricing models in collaboration with product management, and understand customer's next best alternatives in formulation of pricing strategy for the business.</li> <li>• Anticipate possible risks; develop contingencies to address, and use influencing skills to align people with initiatives.</li> <li>• Recruit, manage, train, develop, motivate, and lead the sales team according to company values, procedures, policy, and employment law.</li> <li>• Use understanding of how business is conducted in diverse cultures to improve team and business outcomes.</li> <li>• Collaborate with VP Sales to define quarterly priorities in line with variable compensation plan, track this and hold the sales team accountable for their performance.</li> <li>• Operate as a role model for the company values.</li> </ul> <p><i>The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.</i></p> <p><i>Kraton's internal talent acquisition team manages our recruiting efforts and from time to time works with pre-selected/pre-approved external staffing agencies. We do NOT accept unsolicited resumes or candidate referrals from recruiters and/or agencies who are not pre-selected/pre-approved.</i></p> |
| <p><b><u>Skills and Experience</u></b></p>              | <ul style="list-style-type: none"> <li>• At least a Bachelors' degree (or equivalent) required</li> <li>• High level experience in a similar (global) position</li> <li>• Experience in the industry; medical, latex and/or dipped goods</li> <li>• Experience in building customer relationships at a global level (especially Asia)</li> <li>• Strong business acumen to convert complex issues to simple solutions and aggressive action plans</li> <li>• Demonstrate a high expectation for people and results, but open to critical feedback</li> <li>• Excellent leadership capabilities, ability to inspire others to meet the vision and strategies of the company and individual business units</li> <li>• Demonstrated initiative and resourcefulness; ability to make effective things happen in creative ways</li> <li>• Strong communication skills (oral and written)</li> </ul> <p><i>Competencies</i></p> <ul style="list-style-type: none"> <li>• Integrity</li> <li>• Time Management</li> <li>• Cultural awareness (sensitivity)</li> <li>• Influence skills</li> </ul>   |
| <p><b><u>How to Apply</u></b></p>                       | <p>Submit your resume to <a href="mailto:jobs@kraton.com">jobs@kraton.com</a></p>  |