

Job description

Head of Wind Global Key Accounts

Protective Coatings

Hempel A/S

Q3 2019

Senior Manager to head the Global Wind Key Account Management

Hempel is looking for a candidate to take global KAM responsibility for coatings especially for the Wind market, a market where the company is well-recognised as an established global leader in protective coatings for Turbine Towers. The organization is developing, and it is key to defend and develop the mature market.

If you are looking for a role where you can influence a new organisation, driving key account management and value-adding sales in close collaboration with Hempel's regions, this might be the role for you.

About Hempel A/S

Hempel is a world-leading provider of coating solutions employing close to 6,500 people in 80 countries, delivering innovative and trusted solutions for the protective, marine, container, decorative and yacht markets.

Hempel is committed to making customers' investments safe and beautiful for longer. The company is proudly owned by the Hempel Foundation which supports cultural, humanitarian and scientific causes across the world.

Hempel's strategy 2016-2020 has introduced a new global key account structure across the organization for each main segment. To ensure focus and global solutions to global customers, Global KAM teams are formed to collaborate across geographies.

Your central role in an ambitious international matrix-organisation

Hempel develops and produces high performance anti-corrosive coatings with a solid market share in Turbine Towers. In this segment, the task will be to continue a global business approach securing Hempel's position, e.g. by expanding the value-proposition or by developing more strategic partnerships. Through a recent technology acquisition Hempel now has a strong technological foundation for building up the new Blades business.

Today GKAM segment teams are established for Energy, Infrastructure, EPC and Wind. Hempel is looking for an international, strategically minded and experienced sales leader for the new role as Head of Global Key Accounts for the Wind segment.

Your initial focus will be to develop and implement an overall sales strategy and a new go-2-market model for the Wind Segment, influencing the Hempel organization supporting the global Key Account structure and to support regions implementing value-selling processes. This will strengthen the speed and compliance in the implementation of the GKAM structure globally which is a key element in Hempel's strategy.

Travelling to meet the regions, and customers is an important part of the role in order to gain local insight and influence and support the organisation. You will participate in the Segment Strategy Groups for Wind and Blades respectively, alongside with Segment Business Director, R&D, Management, Product Management, Service Operation and the regions. The meetings are

held twice a year with bi-monthly conference calls. Today the number of global accounts is 35+. With your team of 5 direct reports (GKAM) and the local/regional sales, the organization is in total 25+ professionals and growing.

As Head of Wind Global Key Accounts, you will report to Mr. Dimitris Likouressis, Global Key Account Director, Protective. Based at the Head Office in Denmark you will be a part of his new management team, sharing market knowledge, relevant best practice and talent development.

Key responsibilities

- ✓ To drive the sales strategy, continuously developing a robust portfolio of Wind GKAs,
- ✓ To conduct strategic sales leadership, e.g. business reviews, ensuring focus and speed
- ✓ To influence and perform within the framework of Wind GKAM objectives, budget and margin
- ✓ To be the Wind GKAM point of entry to internal group functions
- ✓ To participate actively in all relevant common projects
- ✓ To maintain regular contact with customers and other external parties
- ✓ To be a source of updated market insights to group functions and management
- ✓ To be involved in the definition and execution of GKA related tasks, from strategic to tactical level, aligned with the GKAM's
- ✓ To onboard new GKAM's and GKA team members
- ✓ To facilitate sharing of best practices across accounts and teams
- ✓ To provide input to the GKA Director performance and talent management

KPI's include:

- ✓ Defending Wind position, Penetration on Blades segment
- ✓ Sales Budget and margin
- ✓ Team targets
- ✓ Individual/personal leadership objectives

Your background as leader knowing the Wind business dynamics

You have a background in senior sales management experienced in building KAM organisations and teams. Your international experience gives you a strong understanding for cultures and how to coach accordingly.

You understand the Wind business and the market dynamics making you capable of creating and implementing a future strategy for Hempel showing respect for people but also showing determination when necessary, Stakeholder management on all levels is a part of your daily role.

Matching criteria

- ✓ Strategically clever, analytically strong and robust
- ✓ Proven influencing skills at senior management level
- ✓ 15 years of experience from a commercial/sales role
- ✓ 10 years of experience from an international (people) management role
- ✓ Documented and relevant experience from Wind industry in tower manufacturing or OEM

- ✓ Ability to understand and translate a technical value proposition into commercial and business requirements
- ✓ Solid cross-cultural and cross-functional management skills
- ✓ Experience within change management
- ✓ Customer orientation, balancing the participation in HQ activities and regional/local presence
- ✓ Ability to balance short term sales results and long-term customer strategies
- ✓ Visible and team orientated leadership, integrity and resilience
- ✓ Technical knowledge of coatings is not a prerequisite
- ✓ Professional/business level in English language both written and oral

Hempel A/S offers

At Hempel, you are offered a variety of global career possibilities and many cross-functional and cross-cultural working relationships. Hempel strives to create the right conditions for personal and professional development.

Everyone at Hempel strives to live by J.C. Hempel's motto: "It is the will to want that creates the skill to do" - proving your willingness and ability to push boundaries and adapt to change. You should find ways to do things even better and more responsibly tomorrow than we do them today and demonstrate the courage and initiative to make them happen.

Hempel offers a package of compensation and benefits, a competitive and benchmarked base salary, pension, bonus schemes etc. according to Hempel's policies.

How to apply

Please send your resume and application to Peoplement e-mail lars-henrik@peoplement.dk marking your application "WGKAM, Hempel". We expect to finalise the search during Q3 2019.

About Peoplement

Peoplement conducts team-based headhunting facilitating development of teams and individuals, thereby adding value to people and team performance, business execution and results.

Peoplement

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