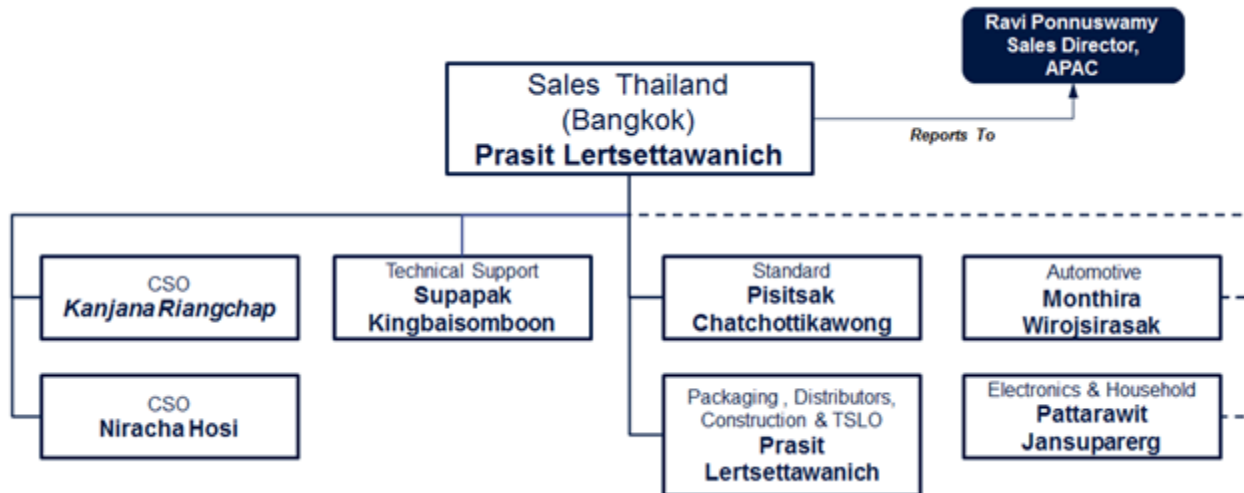


COUNTRY SALES MANAGER



Responsibility

1. Key Result Areas : **Manage Bangkok Sales Office and ensure compliance with Values & Principles and code of conduct**

Major Activities:

Plan, implement and review policies and procedures for daily company operations

- Formulating and successfully implementing company policies in compliance with company Code of Conduct
- Developing strategic operating plans that reflect the longer-term objectives and priorities established by the management.
- Putting in place adequate operational planning and financial control systems.
- Secure the talents to succeed key positions of the Company.
- Secure the effective measures to overcome obstacles and hindrances

Cooperate with other company organizations to support each other's requirements

- Korea Branch & Thailand Branch (Map Ta Phut) product compliance requirement to customers

Outcome:

- Compliance with company Code of Conduct
- Product Compliance

2. Key Result Areas : **Sales And Marketing Management**

Major Activities:

Establish sales and marketing strategy including pricing guidelines

- implement marketing strategies for specific products and specific industries
- provide training and guidance to sales team
- Maintain effective and cordial relationship with clients.
- Direct weekly pricing policy and approve its deviation.
- Optimize customer portfolios and approve its change

Outcome:

- Improve market position and profitability.

3. Key Result Areas : **Environment, Health & Safety (EHS)**

Major Activities:

- Manage operations environment & expense align with budget.
- Ensure safety environment in Bangkok office.
- Conduct / Assign safety walkthrough in Bangkok office Quarterly basis
- Provide necessary SHE equipment to Bangkok office employee
- Provide necessary SHE training to Bangkok office employee
- Report & also propose alternative solution on SHE issue (if any) to Company.

Outcome:

- Safety operations & Safety awareness to all Bangkok office employees.

4. Key Result Areas : **Finance and IT**

Major Activities:

- Effective cash flow management, credit management and reporting.
- Review and evaluate operational performance including regular reporting
- Closely monitoring the operating and financial results against plans and budgets
- IT infrastructure and maintenance

Outcome:

- Achieve operational target.

5. Key Result Areas : **Human Resource**

Major Activities:

- Oversee the process of recruiting and retaining of the employees of the company to ensure that the standard of the company never deteriorates.
- Build up a professional and competent team as well as foster employee motivation and improve staff performance.
- Secure succession planning and talents for key positions.
- Establish training program and implementation

Outcome :

- Develop capabilities of employees.

Required profile:

Level of education & Knowledge:

- Bachelor Degree in Engineering or Chemical or Business administration

Experience in general:

- Minimum 10 years' experience in Sales and Marketing Management and have proven track record success in Chemical or related industry

Technical skills:

- Knowledge and experience in Sales and Marketing
- Understanding of financial statements
- Excellent conceptual skills and project management ability
- Good presentations, event moderation and public speaking
- Excellent working knowledge of MS office (specifically Word, Excel, PowerPoint)

Competencies, Behavioral skills: (acc. to competency profile and required level of descriptions)

- Good in communication English
- Strong Leadership skills
- Interpersonal skills
- Communication skills
- Ability to work both in teams and independently
- Assertive team-player

Performance indicators: Describe the criteria allowing to measure to what extent the results are achieved - related to the accountabilities

- On-time delivery of projects/tasks within approved budget
- Providing timely progressive updates to relevant parties
- Creating preferences among Styrolution's customers with the aim of driving demand creation and higher margins

- Provide uniform messaging for all key stakeholders to drive internal and external perceptions
- Sales Volume, CM1, etc.