



Job Description SALES DIRECTOR (Full Time) – Dec China

Dec China is a local subsidiary of the Dec Group, a leading global provider of powder handling and process containment equipment. This opportunity is within a dynamic company dedicated to serving process industries, including Pharmaceuticals, Fine Chemicals, and Specialty Materials. We are looking for a motivated leader to drive our operations and ensure our continued success in these critical sectors.

Job Summary

Oversee and lead a diverse team of 10 professionals to meet yearly sales and financial targets set by headquarters. Additionally, drive the growth and development of business operations to enhance overall performance.

Key Responsibilities

Management

- Lead and mentor multidisciplinary teams (sales, after sales, project management,) to encourage collaboration and enhance organizational capability
- Define, document, and continuously improve working process flows for overall operational efficiency and effectiveness
- Conduct regular market assessments to identify trends, competitive intelligence, and potential risk (IP Protection)
- Organize and facilitate regular visits and meetings with HQ leadership
- Develop and implement localized strategies that align with broader corporate objectives, ensuring responsiveness to market dynamics and customer needs
- Oversee the regional budget, ensuring the efficient allocation of resources to maximize return on investment and achieve financial targets
- Maintain strong relationships with key clients and partners to ensure customer satisfaction and loyalty, addressing concerns promptly and effectively

Technical Sales

- Coordinate the activities of the local sales team, lead and support the team in reaching quarterly sales targets through effective strategies and motivation
- Identify, establish, and expand our sales network, including direct sales, agents, and resellers, to maximize market reach and penetration.
- Supervise and conduct customer visits to create relationships, explore new business opportunities, and showcase our product offerings
- Collaborate in reviewing customer requests and define tailored technical solutions that meet their needs
- Facilitate communication between local teams and international technical experts to ensure clarity and efficiency
- Spearhead pricing strategies, negotiate terms, and finalize commercial agreements that align with company objectives

Additional Responsibilities

- Supervise planning and organization of commercial events such as symposiums, seminars, and exhibitions
- Engage in the hiring process for new employees including conducting interviews
- Assist in the setup and deployment of information technology tools and systems as mandated by headquarters

Qualifications

- **Professional Experience:** Over 10 years in Pharmaceutical Process Technology, additional expertise in fine chemicals, specialty materials, and related processes is a plus. At least 20 years of comprehensive professional experience
- **Operational Leadership:** Proven track record of managing operations and profit center responsibilities, supported by a robust operational background.
- **Business Leadership:** Successfully engaged with senior executive teams, showcasing strong leadership and strategic thinking capabilities
- **International Business Experience:** Chinese national with a successful record in international business development and team management
- **Educational Background:** Bachelor's degree in Business or Technology (BSEE/BSME preferred); MBA desired
- **Language Proficiency:** Chinese Speaker, as well as fluent in English (both written and spoken); proficiency in additional languages is a plus
- **Willingness to Travel:** Available to travel 20-40% of the time as needed for business engagements
- **Key Skills:** Strong multi-tasking abilities, adept problem-solving skills, capability to discuss complex technical issues, and excellent presentation skills
- **IT Skills:** Basic
- **Strong References:** Available upon request

Why Join Us?

- Competitive salary and performance-based incentives
- Opportunities for career growth and professional development
- A dynamic and supportive work environment committed to teamwork and innovation

If you're ready to make an impact and grow your career with us, please send your resume and a cover letter detailing your relevant experience to v.chen@dec-group.cn

Work Location

Dec China 戴可工程技术设备 (上海) 有限公司

上海市浦东新区芳华路 139 号 E 座 101 室

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