



POSITION PROFILE

Boeing Account Manager

Victrex USA, Inc.

VICTREX@...the company

The origins of Victrex plc began in 1978 with the discovery of (polyaryletherketone) in ICI's Advanced Materials business unit. The material was first commercialized in 1981. Full-scale production started in 1987, and that year PEEK® earned ICI the Queen's Award for Technology. A restructuring of ICI's interests led to a successful management buy-out of the PEEK® polymer business in October 1993. This structure produced a focus on PEEK® customers, new market development and key industry penetration that built the business to an extent that enabled the formation of Victrex plc with a successful public offering on the London Stock Exchange in 1995.

Today, Victrex plc is a global leader in the technology development, production and marketing of high performance materials. Current sales exceed £120 million and the CAGR has been greater than 14% since 1987.

The future of Victrex includes aggressive globalization, expansion of existing capacity, introduction of new products and market development in new industry sectors. The company continues to invest in all aspects of the business to resource the vision and strategy that will drive this growth and accelerate the CAGR.

Victrex is now extending its competency in polyketones to downstream value-added markets such as coatings (launched as Vicote® in 2006 globally), thin films (launched APTIV™ in 2007), and extruded PEEK pipe and tubing. All of these new products will accelerate the growth that investors and employees have come to expect.

VICTREX@...Americas region

The first significant building block to the Americas organization occurred in 1994, when Victrex USA, Inc. was formed. Critical to building a U.S. presence, a headquarters location was established in the Philadelphia area. Most recently, in 2007, Victrex opened a new, expanded office location in West Conshohocken, PA.

Victrex USA, Inc. has contributed significantly to worldwide sales growth. The major drivers for this growth began with many VICTREX PEEK specifications in Industrial-Oil & Gas, followed by Automotive and Semiconductor markets, and now the Aerospace market is exploding with new specifications on the Boeing 787 and a number of other commercial and defense platforms.

Victrex continues to invest in the Americas, to ensure that this region will capitalize on all the opportunities in the rapidly developing segments. To achieve that growth it must continue to build an organization that has the vision and fortitude to execute an accelerated growth plan.

Additional information on the company can be found at www.victrex.com on the Internet.

VICTREX@...the culture

Victrex is rapidly entering the third phase of its evolution from a MBO start-up, to an IPO fledgling, to a global growth company. The characteristics needed in the personnel are evolving from a need for entrepreneurial skills, to growth management and leadership. Victrex exemplifies the definition of tomorrow's global company by having offices in most of the major industrialized countries.

The Victrex culture is a dynamic, young, entrepreneurial environment of people who are passionately committed to developing the market for ultra high-performance materials. The challenge for the company is to innovate and create long-term material solutions for customers and continuously add-value in a world and markets that are pounding the table for cost reductions. Victrex® polymers are typically used in applications where it is the "only material" that will enable an engineer to design a system to work in an extremely difficult environment of high temperature, aggressive chemicals or extreme wear; many times in combination with each other. This enables Victrex to offer innovative unique solutions to customers.

The challenge for the individual will be to focus creativity and innovation to achieve successful market results. The personal contribution and impact one person can have on the company is extraordinary. A team of these individuals is unstoppable. This is our goal: a high performance team capable of boundary-less thought and action, with a keen sense of accountability to deliver results. This is an opportunity to be part of building something unique, a truly special environment that captures the entrepreneurial spirit and team attitude where an individual **can** make a difference.

VICTREX@...the position

The Boeing Key Account Manager will report to the Americas Marketing Manager. This person will have responsibility for all Boeing locations worldwide and will also have significant matrix management responsibility for Boeing's key Tier suppliers. The preferred location for this role is Seattle.

The Boeing Account Manager role will have a range of responsibilities in strategic account planning, program management, opportunity assessment, target identification, relationship development with key stakeholders and application development:

Key Duties & Responsibilities:

- ❑ Develop and drive a budgeted amount of new PEEK business by:
 - Key OEM penetration and target development
 - New product and process introduction
 - Translation of current applications from Victrex's global markets
- ❑ Maintain and grow a budgeted pipeline of PEEK targets.
- ❑ Track and communicate progress, issues and resource or support needs.
- ❑ Communicate needs and coordinate efforts with the global Marketing and Product Development organizations:
 - Opportunities for new applications, new products or new material processes
 - Promotional opportunities and marketing communication needs

The overall objective will be to accelerate growth in the core business of polyketones resin sales.

The metrics for this position will be contribution to new business, protection of core business, solidifying relationships with key stakeholders and penetrating new contacts to identify new target opportunities. Although the responsibility is focused on Boeing, the Boeing Account Manager will need to balance the needs of Boeing's Tier suppliers and drive application development projects forward by carefully coordinating with the other Market Development Managers and Sales Account Managers around the

globe. This person will have the sense of urgency to contribute to the bottom line balanced with a strategic mindset that will be able to map a course for future development.

Victrex@...the candidate

The successful candidate will possess a balance of skills. The primary requirement is a demonstrated record of account management, market development and achievement in closing new business targets. The individual should have a background in high-performance materials (e.g. high performance engineering plastics, composites, etc.) and a diverse experience base from among the responsibilities of sales, market development and/or application development. The right individual will be in a commercially oriented position today, with a strong technical foundation educationally and/or early-career.

A successful Key Account Manager with Victrex will exhibit most of the following attributes:

- Strategic thinker
- Entrepreneurial spirit and drive
- Great interpersonal skills
- Strong communications skills
- Innovation and creative problem solving
- Sense of urgency and accountability
- Team player
- Delivers results and contributes new ideas
- Strong technical knowledge or aptitude for high-performance materials and processing.

Required Skills, Knowledge and Experiences:

- Marketing a value added, highly technical product to a wide variety of industries
- Building relationships with distributors, processors and other key channel partners
- Proven ability to identify new opportunities, develop creative strategies and drive results.
- Exceptional interpersonal skills e.g. account relationship development, negotiation, etc.
- Excellent personal organizational skills; an ability to manage concurrent tasks and perform against multiple deadlines.
- Personal orientation and ability to manage projects through long-term (multi-year in cases) development cycles.
- Matrix leadership skills to guide and focus resources on actions and results.
- Successful track record of high performance materials application development
- Minimum 5 years of experience in a commercial role

Education Requirement

- 4-year college degree, with a BS in a technical field preferred. An MBA is a strong plus.

Candidates should have a global business perspective and relevant global experience will be considered a plus. They should possess a passionate drive to achieve success in a global, cross functional, team-based environment. This is a commercial role and travel is required.

Victrex...the final word

The leadership team at VICTREX has done what every entrepreneurial business leader in the polymers Industry has thought about...they bought the company and by doing so created their own destiny. Through hard work, commitment, focus and a lot of passion, VICTREX continues to demonstrate

successful growth throughout the world. It is time to take VICTREX to the next level and through the infusion of exceptional individuals, and the willingness of these individuals to put their skills to work, VICTREX will have a very bright future.

If interested please contact:

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