

**Market Development Manager – West  
Victrex USA, Inc.  
West Conshohocken, PA**

**THE COMPANY**

Victrex plc is an innovative, world-leading, high performance materials group. It has manufacturing plants and research facilities in the UK, and sales and distribution centers serving more than 30 countries worldwide. Victrex is the sole manufacturer of VICTREX<sup>®</sup> PEEK<sup>™</sup> polymer and a growing family of VICTREX polyaryletherketones polymers. VICTREX PEEK polymer is a high performance thermoplastic with a unique combination of properties, which include exceptional chemical, wear, electrical and temperature resistance, as well as dimensional stability and numerous processing capabilities. Victrex headquarters and manufacturing facilities are based in the UK, while Victrex USA serves customers in the Americas.

Victrex Polymer Solutions (VPS) is actively expanding the markets for VICTREX PEEK polymer through aggressive marketing, customer-focused service and commitment to product quality. The key markets are aerospace, automotive, industrial, semiconductor, electronics and medical. Because of its proven track record, Victrex receives inquiries from manufacturers seeking a replacement for machined metals such as stainless steel and titanium, or from engineers looking to exploit the greater design freedom that VICTREX PEEK polymer provides.

For a detailed look at the history of Victrex, current products and key applications, visit the website at [www.victrex.com](http://www.victrex.com). Victrex stock is traded publicly on the London exchange (London: VCT.L).

**THE POSITION**

Primary responsibilities include managing and penetrating a mix of end user and sales accounts based throughout western USA. In keeping with the overall VPS growth strategy, this position will be responsible for executing on revenue growth programs, cultivating new relationships at endusers and processors, developing a strategy to educate and build greater awareness within targeted processors, fabricators and end user accounts, and assisting on business development activities. The Market Development Manager-West will be home-office based reporting to the MDM Team Lead for Aerospace within the Americas Marketing organization. This position is based in the western USA and requires significant domestic travel with some international travel to support and penetrate customers while leveraging Victrex global resources.

Building on a strong base of applications in the aerospace market, the MDM-West will focus on translating these successes and identifying new metal and thermoset replacement targets by interacting with a diverse mix of customers based primarily in the western US. The position will work in close conjunction with processors/buying customers to support market development activities and new business opportunities at original equipment manufacturer (OEM) endusers and their tier suppliers. The ability to develop key relationships at multiple levels within a customer's organization, identify opportunities for VICTREX PEEK-based products, develop channel strategies, and define appropriate resources and programs to deliver growth is vital to the success of this position.

**Key Duties and Responsibilities:**

- ❑ Developing and drive a budgeted amount of new PEEK business by:
  - Key OEM and sales account penetration and target development
  - Positioning new products and processes
  - Translation of current applications from VPS global markets
- ❑ Maintain and grow a budgeted pipeline of PEEK targets
- ❑ Track and communicate progress, issues and resource or support needs.
- ❑ Protect core business and build upon customer relationships using the VPS *Value Beyond the Polymer* strategy.

- ❑ Update and maintain sales forecasts to ensure sufficient use of VPS capital and resources.
- ❑ Communicate needs and coordinate efforts with the Technology / Product Manager and Specialty Products organizations:
  - Opportunities for new applications, new products or new material processes
  - Promotional opportunities and marketing communication needs

### **THE CANDIDATE**

The candidate must possess a balance of skills including a demonstrated record of customer management and achievement in maintaining and developing sales at existing and new accounts. The individual should have a background in high performance materials, including thermoplastics, and a diverse experience base from among the responsibilities of sales, market development and/or application development. The ideal candidate will be in a commercially-oriented position today with a strong technical foundation.

A successful Market Development Manager with VPS 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.
- ❑ **PASSION – INNOVATION – PERFORMANCE: The Victrex Way of Life!**

### **Education Requirements:**

- ❑ 4-year college degree, with a BS in a technical field preferred. MBA a strong plus.
- ❑ Strong MS Word, Excel, PowerPoint skills necessary and a familiarity with Customer Relationship Management (CRM) systems.