

General Manager - Nutritional Ingredients

The role:

An exciting position in the most dynamic global Ingredient environment in the world today. Our roots are within B2B trading. Ever since 1996 we have expanded our product portfolio and services. Our new colleague has a proven track record in managing similar activities.

The General Manager Nutritional Ingredients will be part of the Management Team of Alliance Nutrition Group (ANG) and work closely with the following departments: Finance (monthly reporting, contracts with customers, etc.); HR (new hires, training, compensation & benefits, performance reviews); B2C (fish oil B2C products (if the plant is in this BU); Production (if not part of this BU); Communications (for marketing materials & events); CEO for sourcing and new partnerships.

Job Purpose:

- Grow both the Dairy Ingredients and the Fish Oil B2B Business.
- Seek opportunities to further leverage our B2B customer connections.
- Integrate and professionalize the Dairy and Fish Oil organizations.
- Develop turnover and portfolio logistic services.
- Shape and lead the B2B Leadership Team.

Key Responsibilities:

- Work closely with the board members to define sales/marketing strategy;
- In charge of all of a B2B business unit's operations, including generating revenue and controlling costs;
- Managing staff, overseeing the budget, employing marketing strategies;
- Drive Dairy/Fish Oil B2B top line revenue by an integrated sales approach;
- Develop and negotiate new clients for our Logistic solutions (import / warehousing / distribution (B2B and B2B))
- Cooperate with cross function teams(Finance/HR/Production/Supply Chain/Communications) to provide related support;
- Build up a strong management team to achieve business goals;
- Recruit, train new employees and lead the team to achieve both their individual goals and company goals;

Key challenges

- The Fish Oil and Dairy Ingredients Business have strong overlap with regards to customers, but for the rest are different businesses, with different market dynamics, and different internal organizations and cultures. How to manage and integrate these is important.
- The 2 founders have a unique skill set in sourcing and developing sales to large customers in China. Leveraging on these key skills while still claiming your leadership position as GM of the B2B BU.
- How to build strong capabilities amongst all functions of the team?
- How to drive an integrated sales approach to our B2B customers where we represent both dairy and Fish Oil Products (and perhaps more in the future)?
- How to improve the processes and supporting systems for the supply chain organization (mainly for the Dairy side)?

Requirements:

- 8 years+ related working experiences with a successful track record on B2B sales model, at least 5 years leadership experiences of medium sized organization, Dairy/Fish Oil industrial background is a plus;
- Bachelor's or Master's degree in Food Technology, Chemical/Pharmaceutical Engineering or a similar education, MBA degree is a plus;
- Proven track record in driving sales, strong business acumen, leadership skills, team player with entrepreneurship;
- Managerial experience of medium sized organization;
- Proven track record in professionalizing organizations, leading people & building capabilities (training, development, performance management and feedback);
- Driving execution excellence (processes, role accountabilities, supporting systems, mentality and culture).
- Market knowledge, strategic thinking and strategy formulation;
- Decisive, down to earth, multitasking, fluent in both English and Chinese Mandarin;
- With the current market dynamics incumbent most likely a Chinese national. Mostly because the majority of the customers, market and organization is in China. Sourcing however is global and key to our business.

Personality:

- Entrepreneurial & opportunity driven.
- Focus on putting structure in place, but not overly rigid, needs to have some agility.
- Should be a strong leader who can bring the company to a higher level and battle constructively with stakeholders.
- People person with respect and caring for others.

How the role fits in the organization:

- The GM Nutritional Ingredients reports to the CEO.
- The GM Nutritional Ingredients leads a department of 30 people.
- Direct and indirect reports to the GM Nutritional Ingredients are:
 - Sales mgrs
 - Product mgr
 - Strategy & Business Development
 - Logistic Manager
 - Plant manager (indirect)

Working Location: Shanghai China

Salary: Highly competitive