

C N Consultancy Limited

abbreviated recruitment profile for a

Chief Executive Officer

based mainland Western Europe

Context

Established for over a century our client is an international and highly respected supplier and trader of ferrous and non ferrous raw materials. The Company sources globally and has an extensive network of sales and distribution companies in Europe, as well as offices in the US and Brazil covering the North and South American markets and through its own representative has strong business relations with China. The Company employs around eighty, of which fifty are based in the Head Office which is situated in mainland Western Europe.

Products traded include **For the steel industry:** A Wide range of bulk Ferro Alloys, Noble Alloys including Ferro Molybdenum, Ferro Vanadium, Ferro Titanium, Ferro Tungsten, Metals including Manganese Metal and Chromium Metal and other products including Cored Wire, Recarburizers, Silicon Carbide, Aluminium Deox. **For the foundry industry:** Pig Iron, High Purity Pig Iron, Nodular Pig Iron, Hematite Pig Iron, Basic Pig Iron and Low Manganese, Scrap, Briquettes for Foundries, Foundry Alloys, Other Products including Cored Wire, Copper Granules, Nickel, Recarburizers etc. Specialty Products such as Ferro Silicon and Magnetite for flotation process, Powders for welding industry. **Base Metals:** Zinc, Lead, Tin, Nickel, Copper, Aluminium, Zinc Alloys.

The Company has developed and offers a broad range of added value products and services including logistics, risk management and financing.

The current CEO is close to retirement and C N Consultancy has been retained in an exclusive relationship to identify an experienced leader with a strong operational and commercial focus in order to facilitate further expansion in a growing global market. A raw materials or bulk physical commodities background is required but this need not necessarily be in metals or ferrous raw materials etc.

Function

Provide leadership to position the Group as a leading metals trading and distribution company at the forefront of the industry. Develop further the Group's business concept and business models and being ultimate accountable for the bottom line.

The role also covers the coordination of commercial activities. The combination of the CEO and Commercial Director's role is crucial in the transition period towards making the new business plan work. In a later phase the role will probably split up into two roles.

Main responsibilities

Establishing and directing overall strategy, long term strategic planning and relationships.

Commercial management, commercial relationships, sourcing, overseeing the trading, marketing and business development function.

General management of the business.

Stakeholder relationship management.

Financial stewardship.

Risk management.

Knowledge and skills requirements

A minimum of 10 years of managerial experience in a raw materials business. This does not necessarily need to have been in metallurgical raw materials.

Experience of business management, planning with a financial oversight.

A minimum of five years' experience of working with a board of directors and senior management committees etc.

Demonstrated ability in change management, redirecting strategy and implementing new business models.

Demonstrated ability to manage and supervise a staff team.

The ability to share skills and knowledge with others.

The ability to build alliances and partnerships.

Language skills: English and preferably French and German.

Remuneration package

Salary commensurate with experience.

Attractive bonus & stock options scheme.

Fringe benefits in line with the market and the position. Company car.

Re-location package.