

C N Consultancy Limited

~ recruitment profile ~

Appointment: **Global Head of Ferro Alloys**

For: **A highly reputed market leader in the supply chain of raw materials - agricultural, energy and metals**

Our Client's Ferro Alloys Trading Division operates globally and requires a high calibre individual to lead, drive and manage the Ferro Alloys strategy, business and operations on an international basis. Key result areas include: bottom line responsibility (tonnage and profit); growth and expansion of the Company's business platform; management of the business and its people.

THE BACKGROUND

The Company

Principal activities of the Company consist of the processing, trading and merchandising of various agricultural commodities, energy, steel and metals including ferrous and non-ferrous raw materials, minerals and ores. The Company has offices on all five continents, is financially very strong, is long established and a highly successful and respected global business.

The Company's significant presence in commodity markets around the globe, complemented by shipping activities, afford it a significant advantage in trading ferrous and non ferrous metals and minerals at every stage from mine to end consumer. The business is also positioned to actively participate in off-take and marketing agreements and in project equity participation.

The Appointment

As part of a review of long term strategy, the Company now seeks a Head of Ferro Alloys Trading to head its global ferro alloys business. This role calls for an energetic and experienced ferro alloys trading professional with the experience to lead, manage and expand the existing business. A very wide ranging knowledge of this sector and strong personal contacts with producers and consumers is essential. This should be combined with solid business ability and people management skills.

C N Consultancy has been retained to identify top calibre candidates who will be attracted by the prospect of leading and managing this business.

JOB DESCRIPTION

Job Title: Head of Ferro Alloys

Location: Hong Kong

Responsible to: Group Vice-Chairman (Head of Steel Complex)

Working Relationships:

The incumbent will manage the existing Ferro Alloys business consisting of traders, agents and support staff.

He/she will have access to, and will draw on the support of, the various specialist units within the Company, including Finance and Treasury, Logistics, Risk Management etc., as well as the regional management

C N Consultancy Limited

~ recruitment profile ~

expertise within the Company's offices. Accordingly, the role will require the development of strong working relationships with colleagues at all levels throughout the Company. The future size and structure of the ferro alloys business will be largely influenced by his/her judgment and recommendations.

Areas of Accountability:

The overriding objective of this appointment is to lead, drive and manage the Company's ferro alloys trading business and operations.

In specific terms this embraces:

Managing the ferro alloys business with bottom line responsibility and accountability.

Leading strategy; examining opportunities presented by the Company's global presence, its existing trade flows and the synergies with the Company's various other businesses; formulating and implementing the global business plan and executing policies.

Growing the Division's reputation as an important global market player; leading, developing and extending the existing business including origination, marketing, trading; establishing regional distribution networks and adding value throughout the supply chain.

Personally (and through the team), developing and maintaining strong relationships with customers throughout the world and optimizing returns on the ferro alloys business.

Leading business development directly and via synergies with other company businesses, identifying and capturing opportunities.

Acquiring data on and monitoring the activities competitors in the various markets and territories.

Keeping a watchful eye on freight rates and trends, advising head office on chartering issues.

Implementing best practices in business and people management. Fostering and developing talent within the division. Taking all necessary steps to build a world class ferro alloys team and business.

Representing the Company at senior level; building strong personal relationships at origination, with consumers, processors, shippers and other relevant stake holders.

Monitoring developments in the global and domestic markets and acting positively and creatively to international economic and political developments. Forecasting market direction and taking a proactive approach to necessary changes.

Work closely with Risk Management on transactions, financial commitments, adverse conditions and situations and profitability etc.

Keeping a watchful eye on customer payment performance and taking necessary remedial action to address adverse situations.

CANDIDATE PROFILE

Travel: The role requires significant international travel.

Qualifications: Education should be to university degree level (or equivalent business qualification).

Experience: Ideally, candidates should have:

Substantial trading and management experience with an international ferro alloys trading or distribution business. A track record of successful sourcing, sales, marketing, and distribution of ferro alloys.

A strong motivation to extend and build a profitable business.

Preferably, wider business and general management skills, or the potential to acquire them.

Strong contacts with producers and consumers and a sound understanding of and familiarity with the global pattern of supply and consumption of ferro alloys.

The stature and commitment to enhance the Company's market presence and to leverage the existing strong 'brand awareness' to expand market share.

Experience of leading, managing and motivating a business team.

C N Consultancy Limited

~ recruitment profile ~

Experience of interacting with colleagues at senior management level in an international business.

In-depth knowledge of the mechanics of commercial reporting systems, risk evaluation and management, shipping, ports, charter parties, contracts, trade finance etc. An understanding of supply chain management and optimisation.

Personal Qualities:

This senior role will require:

The energy, determination and entrepreneurial drive to lead by example and expand the existing successful ferro alloys trading business.

An imaginative, innovative and flexible approach to developing business opportunities; the ability to adapt swiftly to changing market conditions; a mind set that is able to challenge traditional approaches to marketing procedures.

Excellent communications skills. The confidence, maturity and stature to interact with colleagues at senior level within the Company and the potential to develop and further a career at senior management level. A diplomatic but persuasive attitude when dealing with colleagues within the same organisation. The reputation to enhance the Company's standing.

A team player with an outgoing and international outlook and the ability to communicate easily across national boundaries.

The ability to react swiftly to adverse and emergency situations, to propose solutions and ensure successful outcomes.

An analytical, and action-oriented mindset, sound planning skills, numeracy, a precise orderly method of working and attention to detail.

REWARD PACKAGE

The company offers a competitive package which includes a base salary and discretionary performance based bonus. Assistance with relocation will be provided as appropriate.