

Head of Traffic, Zug

C N Consultancy Limited

Recruitment of

Global Head of Traffic and member of the senior management team

(based Zug)

for

An Important Internationally Reputed Oil Products and Petrochemicals Trading and Distribution Organization

Confidential assignment brief prepared by Tony Crouch

268 Bath Road, Slough, Berkshire, SL1 4DX, UK
Telephone: 01753 708 880 ~ Facsimile: 01753 708 810
www.cnconsultancy.com ~ af@cnconsultancy.com

HEAD OF TRAFFIC, ZUG, WITH GLOBAL RESPONSIBILITY

BACKGROUND

Our client is a highly reputed, professional and important player in the international Petroleum and Petrochemical markets. The headquarters' offices are in Zug, Switzerland. The Company employs a staff of more than 150 and is strategically located in over 25 offices in the most important Petroleum and Petrochemical markets around the world. It is exceptionally well funded through its own capital and through the excellent support of its financial service partners. Turnover in 2007 was over three billion US dollars, representing a volume approaching 4500 thousand metric tonnes.

The present management team has been working together, and in the industry for more than 25 years. Its experience includes all aspects of managing a trading company as well as Petrochemical assets. The longevity of the management team guarantees exceptional commitment to the business and absolute credibility in the industry.

The business is operated as a "virtual" integrated Petroleum and Petrochemical company. The range of products starts with heavy Petroleum products through to lighter Petroleum products to Petrochemicals. The Company is a pioneer in the marketing of biofuels such as Ethanol and Biodiesel. It sources and markets as a principal on a global basis and with more than twenty-five offices around the world, the "shop" is open for business 24 hours a day. The Company has dedicated, leased storage for its wide range of products throughout the main business centres of the Petroleum and Petrochemical world. Its financial strength enables it to offer innovative structures for the financing of complex transactions and risk management strategies and it therefore plays a pivotal role in many business processes such as financing, marketing and distribution of Petrochemical and Petroleum products. In addition, our client has many years experience in managing long-term projects, especially across international frontiers.

The Company maintains highly professional standards in terms of recruitment, retention and the development of its work force. Its staff around the world consists of highly dedicated professionals who as a team work 24 hours every day of the year. The logistics and chartering departments handle the most complex operations efficiently, communicating constantly with clients and shipping companies alike. Sophisticated trading and communications systems enable it to achieve absolute customer satisfaction. Trade Finance, Risk Management, Treasury and Accounting departments are a major contributor to the Company's growth and success. A distinguishing feature is the extraordinary breadth of professional experience and cultural diversity across the Company. With its global reach through its offices there are more than 25 nationalities represented in the business.

The Appointment

Arising from a review of the global logistics activities, the decision has now been taken to appoint a new Head of Traffic, Zug, with global responsibility. It is recognized that there is a clear need for a senior and internationally minded individual to manage the Operations department in Zug and integrate and co-ordinate the Company's worldwide operations structure.

The role calls for an experienced, mature individual with substantial knowledge of the international movement and distribution of liquid bulk commodities. In-depth experience of operational management in support of oil products and petrochemicals trading is therefore a prerequisite. An additional essential element in the candidate's make up is the ability to succeed in a busy and demanding management role. The successful candidate will demonstrate technical ability, people management skills as well as the ability to retain a broader perspective in support of the commercial activities of the company. The right candidate will be an active member of the Company's Management team, will be forward looking and able to shoulder responsibility.

C N Consultancy has been retained to identify top calibre candidates who will be attracted by the prospect of joining this successful Company and contributing towards the success of the business in the next phase of its development.

JOB DESCRIPTION

Job Title: Head of Traffic, Zug, with Global Responsibility

Location: Zug

Responsible to: CEO, Zug

Working Relationships: At the outset, the Head of Traffic will manage the Operations Department in Zug and work closely with the existing traffic teams in the Company's subsidiary offices. The Head of Traffic will work closely with and be a member of the senior management team and be expected to develop strong working relationships with colleagues throughout the Group. The future size and structure of the traffic management team will be influenced by his/her judgment and recommendations.

Areas of Accountability: The overriding objective of this appointment is to manage a department of 25-30 employees to ensure best practice and the implementation of operational procedures in the most cost effective and efficient manner, initially in Zug and subsequently throughout the whole group.

This embraces:

Overseeing all operations activities throughout the Zug office. Reviewing systems, practices, procedures and staffing; providing strategic direction, implementing systems in line with best practice for this sector; taking required action to build, motivate, lead and guide the team and ensuring the continuity of smooth interaction with the other functional departments within the company.

CANDIDATE PROFILE

Age: There are no rigid age limits, given the required levels of energy and experience. Candidates must have a domestic situation which will allow them to be based in Zug or within easy daily journey of Zug

Qualifications: A good standard of general education to degree level is expected. Appropriate qualifications relating to logistics or shipping would be beneficial.

Languages: Fluent English is essential. Ability in other languages such as German would be an advantage although not essential.

Experience: Candidates should possess most or all of the following:

Substantial experience of all aspects of traffic management in an international physical bulk liquid, oil products or petrochemicals trading or distribution organization. Exposure to a wide range of chartering, bulk liquid shipping and land transportation practices, ports and storage, blending activities on an international basis. At least five years experience at a senior management level.

Sound commercial judgment: a commercial and "hands-on" attitude to operations and a commitment to contributing to profitability through sound implementation of traffic policies etc

A sound knowledge of the mechanics of trading, distribution and reporting systems, risk evaluation and management, contracts, trade-finance etc.

Experience in the use of computer and reporting systems for trading and traffic management.

A sound practical understanding of accounting methods used in international commodity trading.

People management experience on an international footing. Experience of working across national borders and interacting with differing nationalities.

Experience of interacting with colleagues in an international trading business.

Personal Qualities:

This key role will require:

The ability to take the initiative and lead the various teams on a global footing.

Good communication skills.

An international outlook and the ability to communicate easily across national boundaries.

Very sound planning skills; a precise orderly method of working and attention to detail.

The ability to solve problems effectively and in a timely manner; more importantly the experience and foresight to anticipate potential difficulties and take remedial action before the event. Excellent time-management skills.

People management skills; the ability to lead by example and also to inspire and motivate others within the organization in best practice.

The self confidence and maturity to act as the key central traffic figure in this international business.

A diplomatic but persuasive attitude when dealing with colleagues within the same organization.

REWARD PACKAGE

There is no pre-determined remuneration package. It will be individually negotiated to attract candidates of suitably high calibre for this key appointment. In addition there is an established discretionary bonus scheme linked to individual and company performance.

The Company also provides a complete social benefits package as well as assistance with relocation.