

C N Consultancy Limited

Recruitment of Two Steel Traders

A Senior Long Products Steel Trader
(active especially in billets, wire rods or reinforcing bars)

and also

A Senior Steel Trader ~ a Specialist in Middle East and North Africa
(long or flat products)

(based Switzerland)

for

A Leading International Steel Trading House

Confidential assignment brief prepared by Tony Crouch

THE BACKGROUND

Our Client

Principal activities of the Company consist of international trading and merchandising of a wide range of steel products. It was founded in the early '90s by a leading steel specialist with many years of experience in the industry backed by a solid global network of high-quality connections. The aim was to bring innovation, partnership and professionalism to the world of steel trading.

Core operations are centred in Switzerland where the company employs in the region of twenty individuals who are in continuous contact with around 50 colleagues all over the world. In addition, the company liaises closely with many other retail associates intimately familiar with market conditions and based in locations worldwide. Investments and long term agreements provide a core trading dynamic and this combined with additional entrepreneurial trading provides a profitable and secure financial base to operations. The main markets in which the Company is active include Western and Eastern Europe, the Middle East, Africa, Russia, Ukraine, Kazakhstan, India, South East Asia, China and the Far East, North America, South America and the Caribbean.

The Company trades a complete range of products and services and as one of the world's largest independent steel trading companies. It sources semi finished steel products in countries all over the globe, providing the crucial link between suppliers and users and creating a win-win situation for all the parties involved. Among other products, the Company specialises in the following products: ingots, slabs, blooms and billets; reinforcing bars and wire rods; hot-rolled coils, plates and sheets; galvanised coils and sheets; black plates and tin sheets; profiles and beams, rails; speciality steel; secondary materials.

The company has implemented a very advanced accounting, trading and reporting system and has a highly effective treasury function. A flat reporting system allows immediate day to day access to senior management and to quick decisions on trading strategy. The company is strongly financed and has active trade finance working relationships with around twenty five banks and enjoys substantial credit lines. Global throughput of material is in the region of four million tonnes.

Both turnover and profitability have increased significantly in recent years and a key factor in this achievement is the provision of value added services (raw materials, shipping, logistics, production, transformation, trading and distribution) throughout the supply chain. Additionally, great emphasis is placed on risk management, trading disciplines, controls and sound corporate governance, upstream raw material provision, and the exploiting of the various synergies resulting from the Group's world wide presence, market knowledge and production facilities.

The Appointments

As part of a review of long term strategy, the Company now seeks to strengthen the head office steel trading team by the appointment of two new traders:

A Senior Long Products Steel Trader (specifically billets, wire rods or reinforcing bars)

and also

A Senior Steel Trader: a Specialist in Middle East and North Africa (long and/or flat products)

Additionally, the Company would welcome applications from established traders with specialist knowledge of other steel products. A wide ranging knowledge of one or other of these sectors and strong personal contacts with producers and consumers is essential.

C N Consultancy has been retained to identify top calibre candidates who will be attracted by the prospect of joining this successful Group and bringing the required skills and know-how to contribute actively to the next phase of development.

JOB DESCRIPTION

Job Title: Senior Steel Trader

Location: Switzerland

Responsible to: Chief Operating Officer

Working Relationships:

The job holder will draw on the support of the various specialist units within the Company, including Treasury, Freight and Logistics, Risk Management etc., as well as the regional management expertise within the Group offices. Accordingly, the role will require the development of strong working relationships with colleagues at all levels throughout the Company.

Areas of Accountability:

The overriding objectives of this appointment will be to develop and extend the existing profitable trading activity, paying particular attention to sourcing and global market penetration, with an emphasis on quality trades.

In specific terms this embraces:

Personally sourcing, trading, marketing steel; extending market penetration; developing and maintaining strong relationships with producers, consumers, shippers and the financial community etc.; representing the Company at senior level.

Day to day trading activity; identifying further potential sources, customers, markets and products; purchasing from suppliers and selling to customers at best possible prices and commercial conditions in order to minimize risk and maximise market presence and returns for the Company ensuring day to day profitability.

Developing new and enhancing existing relationships

Analysing market movements and trends, focusing on offers/demands, competition and material shortage, compiling and presenting reports for senior management

Monitoring day-to-day developments in the global market and reacting positively and creatively to international economic and political developments. Forecasting market direction. Gathering data on competitors' activity.

Identifying and developing opportunities in which the Group's infrastructure, reputation and financial strength can be used to advantage, for example in strategic alliances, investment opportunities, acquisitions and partnerships with producers, processors, consumers etc.

Following through on the execution of transactions until delivery and payment have been completed. Ensuring the smooth and efficient operation of all support systems. Communicating and cooperating effectively with the Company's management of shipping, traffic and finance.

Communicating effectively with the Company's network of liaison offices and agents to extend market penetration and manage fulfilment of business.

Dealing effectively and efficiently with all queries and feedback from customers and suppliers

Risk evaluation and regular liaison with senior management on transactions, financial commitments and profitability.

CANDIDATE PROFILE

Qualifications: A degree or business qualification would be valued, but is not essential.

Languages: Fluent spoken and written English is essential; other languages would be an advantage

Experience: Ideally, candidates should have:

Substantial experience as a senior steel trader with an international steel trading company.

In your product sector, a sound general product knowledge

A personal record of entrepreneurial and profitable sourcing and trading.

Strong contacts with producers, intermediaries and consumers etc.

A sound understanding of and familiarity with the global pattern of supply and consumption of steel; an in-depth knowledge of producers and markets; also of the geopolitical developments and the global dynamics affecting the international movement of steel.

Strong personal contacts at senior level with producers, processors, shippers, consumers, etc.

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

In-depth knowledge of the mechanics of trading and reporting systems, shipping, contract terms and conditions, risk evaluation and mitigation, shipping, ports, charter parties, trade finance etc.

Personal Qualities:

These senior roles will require:

The ability to operate in a team and to develop close working relationships with colleagues. An open friendly attitude to working with colleagues and management.

Perseverance combined with excellent communication skills

The energy, determination and entrepreneurial drive to expand the existing successful 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 trading and marketing procedures.

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

The reputation to enhance the Group's standing in international markets.

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.

Sound planning skills; numeracy and a precise orderly method of working and attention to detail.

REWARD PACKAGE

There is no pre-determined remuneration package. It will be individually negotiated to reflect experience and trading record and to attract a suitably high level candidates for these senior appointments. The Company also provides a discretionary bonus. Overall, rewards are in line with leading blue chip international trading houses.

The Company also provides the usual social package, such as pension scheme, as well as assistance with relocation where appropriate.