

## **Marine Business Development Manager (BDM) – Europe**

### **Thordon Bearings Inc. – Why work with us?**

Privately owned since its inception in 1911 and headquartered in Burlington, Ontario, Canada - Thordon is a global leader in the design, manufacture, supply and installation of pollution-free, non-metallic bearing and seal systems. Our 4th generation family-owned business is committed to environmental stewardship as our products eliminate oil and grease in marine, clean power, pump and industrial applications all around the world. We are proud to have created a culture at Thordon where people from all backgrounds and countries are able to come together to build a healthy diverse future. Longevity and commitment to career growth is a staple, as many of our employees have been with us for 20+ years.

### **Position Purpose and Objectives**

The Marine BDM, based in Europe and reporting directly to the VP Business Development, will be responsible for sales growth of the Thordon marine portfolio focusing on commercial merchant fleet ship owners based in Europe. This will involve developing relationships with ship owners at various levels with an emphasis on executives and senior level decision makers. The environmental objective is to ensure that ships are built with zero emissions below the waterline as it related to the propeller shaftline. This is done by influencing ship owners to select Thordon marine products for new builds based on zero pollution, lower OPEX and reduced maintenance time for the ship's crew.

### **Duties and Responsibilities**

- Lead and manage company efforts to develop long term sustainable business with ship owners by developing relationships at C-Suite, technical, environmental and other levels to ensure ship owners specify seawater lubricated propeller shaft systems in future newbuildings
- In markets where the Thordon Distributor is engaged with ship owner, you are responsible for managing the opportunity, working with the Distributor to ensure ship owners specify seawater lubricated propeller shaft systems in future newbuildings
- Develop strong expertise of how to sell all marine product offerings from Thordon
- Increase sales volume and market share of Thordon products.
- Track all calls and opportunities in Thordon's CRM system
- Develop and deliver project proposals for marine bearing Zero-emission system packages working with naval architects, Propulsion Integrator OEM's, shipyards and Class Societies.
- Keep the VP Business Development informed of business activities as required
- Communicate and partner with our engaged marine distributors and Regional Managers to reach sales objectives
- Provide weekly call reports and synopsis of activity
- Train, support and coach distributor personnel on selling marine products
- Manage projects from initial meeting to after ship has been delivered to ensure ship owner understands operation and upkeep of an open seawater lubricated propeller shaft system
- Support existing merchant fleet ship owner accounts and focus on selling complementary products
- Work with VP Business Development and other commercial team members to develop and implement strategic plan as defined annually
- Other tasks as assigned

### **Territory Definition**

- Europe

### **Minimum Qualifications**

Minimum 5 years of B2B technical sales experience

Must be able to live and work in Europe without sponsorship

Marine experience highly recommended

Strong written and verbal communication skills in English

Must be able to make dynamic presentations in English in a business setting

Distributor cooperation experience an asset

Knowledge of water lubricated propulsion systems would be a definite asset

Ability to travel internationally as required to accomplish duties. Approx. 50% including frequent overnight and extended hours

Blueprint reading ability a must

### **Education**

Post-secondary technical or commercial degree required

Degree in Mechanical Engineering preferred

### **Knowledge, Skills and Abilities Required**

- Able to initiate and develop senior level relationships with ship-owners
- Ability to speak effectively and dynamically to customers and/or employees of organization
- Ability to solve practical problems and work under pressure
- Ability to work independently but also work in a team environment
- Computer literate – Microsoft Word, Excel, Database application
- Strong organizational skills and time management skills
- Requires good judgment and a professional demeanor

### **Physical Demands**

While performing the duties of this job the employee is regularly required to sit, stand, walk, and talk or hear. This employee is also subjected to daily computer use. This employee is also required to travel approx. 50%, sometimes greater, as required including overnight and frequent extended hours.

### **Working Conditions**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job the employee is subjected to outdoor conditions, noise or other industrial hazards while visiting clients in shipyards or industrial sites and the employee is occasionally subjected to the conditions of an office environment. The noise level in the work environment is usually low or moderate.

Shipyard visits will be required periodically where the health and safety practices of the shipyard and full use of PPE must be adhered to at all times.