



Position Title: Vice-president, Global Business Development

Responsible to: Directly to the Chief Executive Officer

Location: Corporate Office

Effective Date: August 01 2015

Status: Professional/ Executive Exempt

Compensation: Salary + Commission and Benefits

About the Company: We are a well-established and dynamic energy services company in the based in Auburn Alabama fortunate to be experiencing tremendous growth and success here in the US and overseas. We are in urgent need of an accomplished and seasoned Vice President of Global Business Development (“VP of Bus. Dev.”) who will grow with us and provide leadership, direction and coordination for all global sales and marketing development activities for our family of energy companies.

Key Responsibilities - Generally

The VP of Bus. Dev. is responsible for developing and executing a global comprehensive business strategy for the marketing and sale of new, used and refurbished power generation equipment and related project management services. The VP of Bus. Dev. will be responsible for the identification, realization and attainment of attractive new growth and alliance opportunities.

1) Business Development

- International – both developing the wholesaler network offshore and overseeing development of market opportunities in emerging 3rd world countries;
- Introduce new products and capabilities
- Domestically- develop and manage regional sales and business development work force internally and externally in order to cultivate new sales opportunities and respond appropriately to customer inquiries and other leads involving the marketing and sale of new, used and refurbished heavy power generation equipment, engineering, project management and procurement services.

2) Key Activities To Be Performed Include:

- *Business Strategy Development* – Define, refine, test and implement strategic plans. These activities include primary research, industry, market and competitive analysis, customer needs assessment. Define the sales and marketing roadmap in the long, mid and short term.

- *Alliance Development* – Identify, build, and manage long-term relationships with strategic partners in the engineering, manufacturing and electrical utility industries. Initiate and assist corporate staff in the formulation and completion of proposals, presentations, terms and conditions, negotiations and execution of strategic alliances, JV's, distribution agreements, mergers/acquisitions/divestitures.
- *Equipment Portfolio Management* – Provide marketing expertise for the day-to-day management of support staff and products in the development pipeline. These activities include opportunity assessment, market evaluation, market research, financial evaluation, and other marketing needs required throughout the product evaluation process. Define the equipment and services roadmap in the long, mid and short term incorporating customer needs, input and feedback from other internal and external groups. Maintain sales pipeline.
- *New Business Development* – Identify and evaluate specific business opportunities. Work with corporate officers to identify and evaluate new markets for existing equipment inventory, new products, and other development and marketing partnership opportunities, domestically and overseas. Coordinate Company's participation and sponsorship at Power Gen each year.
- *Marketing Strategy Development* – As new and used equipment offerings are aggregated, or new technologies/products are developed such as the customized diesel generator sets, and other heavy gas turbine surplus equipment represented by the Company, coordinating with the corporate sales team to develop sound marketing strategies to win new business in the marketplace. This will include market segmentation, value proposition development, product positioning, pricing strategy, branding strategy, channel strategy, and communications strategy development.
- *Customer Relationship Management* – work with internal staff to update, enhance and maintain the Company client database system and ecommerce websites.

3) Relationships

The Vice President, Global Business Development is a member of the corporate executive team and directly accountable to the CEO and Chairman of the Board. The VP for Bus. Dev. is responsible for the maintenance and enhancement of internal relationships with direct reports and for external relationships with suppliers, customers and the power industry as a whole. The conduct of these relationships may be delegated, but not so far as to avoid the ultimate accountability for the morale of the employees, the image of the company or its standing in the energy community at large.

i. **Internal relationships are with:**

- CEO
- President



- Sr. Project Manager
- Business Development Executive
- Various Equipment Manufacturers and Suppliers
- Sales Director

ii. External Relationships are with:

- Manufacturers
- Brokers
- Refurbishers
- Parts Vendors
- Utilities
- Cooperatives
- IPP
- Other Customers

4) Relationship Management

- Develop and maintain effective strategic relationships with key stakeholders including shareholders, customers, vendors and partners.
- Developing a wide range of relationships and networks with the local, national and international energy marketplace to position Company as a well known, respected and world recognized leader throughout the industry.
- Ability to establish and maintain positive working relationships with key stakeholders and commercial enterprises to facilitate the accomplishment of work goals.
- Ability to influence or persuade others to gain acceptance or agreement of ideas and sales and marketing approaches.

5) Key Competencies Required

i. Leadership

- Demonstrates passion and enthusiasm for an organization's vision, and motivates, leads, and empowers others to achieve organizational goals;
- Inspires and leads others towards high levels of performance;
- Demonstrates an intellectual and professional leadership style that supports the attainment of respect and credibility by others.

ii. Problem Solving and Analysis

- Ability to analyze complex policy issues, draw correct conclusions and articulate clear and focused policy to wide and diverse audiences;
- Ability to understand issues and make systematic and rational judgments based on the relevant information.

iii. Communication Skills

- Ability to assimilate complex issues and use appropriate communication strategies to influence wide and diverse audiences;
- Ability to actively listen, seek information, and ask questions to ensure the understanding of underlying concerns of others.
- Seasoned ability to present comfortably before large groups

iv. Interpersonal Style

- Has a personal commitment to organizational excellence; displays honesty, integrity, and a strong sense of ethics in all decision and actions;
- Is resilient; remains calm and deliberate under conditions of stress;
- Maintains a positive non-threatening presence which commands respect from staff, members, and stakeholders.

v. Personal Organization

- Has the ability to organize time to the best advantage of Company;
- Puts in the necessary hours to accomplish his or her objectives;
- Manages competing demands to maintain a healthy balance between work, family and community activities;
- Maintains and manages personal health and fitness.

6) The Successful Candidate Shall Possess the Following Essential Skill Sets:

- Self-motivated professional with ability to work in an unstructured environment (strong operational mindset, decisive, with a "get it done" and "whatever it takes" mentality);
- Strong analytical skills (experience building, evaluating and clearly presenting complex business models is critical);
- Strong interpersonal skills; ability to influence others without formal authority;
- Excellent written and oral communications skills;

In Addition To The Above Requirements The Following Are Highly Desirable Attributes:

- Significant strategy development and management experience with a strategy consulting firm or Fortune 500 corporation within the power generation industry is a definite plus couple with significant experience in the utility, electrical, oil & gas, construction and/or project management industries;
- Experience building strategic marketing and selling relationships with high senior level executives in utility companies, engineering firms;
- Technical undergraduate degree with MBA preferable (e.g. engineering, chemical, process, manufacturing)
- Reviews budgets and creates financial projections for growth and profitability of future sales opportunities through sales and marketing budgets.
- Estimates demand for proposed new products and projects based on market research and consumer trends.
- Works to ensure marketing and sales requirements are defined and met according to plan.
- Provides support to executive management in deal negotiations, contract development, due diligence, and other business development or alliance development projects. Provides guidance and support to marketing to plan marketing strategies and promotions, including advertising.
- Establishes and maintains an effective system of communications throughout the various functions that report to this position as well as other sales locations worldwide. Included in the system of communications will be the development and maintenance of a global sales database to include information on customer's products, profile and projects.

SUPERVISORY RESPONSIBILITIES: Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring and



training employees; planning, assigning and directing work; appraising performance; rewarding and counseling employees; addressing complaints and resolving problems.

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed above are representative of the knowledge, skill sets, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: Requires Bachelor's Degree (B.A.) from an accredited four-year college or university; and a minimum of seven to ten years related experience; or equivalent combination of education and experience. A minimum of ten years direct experience in the development and implementation of sound global business sales strategy plans with an emphasis in the electrical power generation or oil and gas industries, preferably within an executive level business development position.

Submit Your résumé to Careers@CTGPowerSystems.com. Please no Phone Calls.