

# Job Profile

<b>Job/Title:</b>	Business Development Manager, Central Europe
<b>Job level/profile:</b>	Position of trust and confidentiality / Full time
<b>Legal Entity/Department:</b>	PalletBiz Franchising Zrt. (PFZ)
<b>Direct reference:</b>	Regional Management (CES, CEN)
<b>In-direct references:</b>	Executive Management, Corporate Heads (EU based)
<b>Back-office (s):</b>	Head Office (Budapest)
<b>Expected start:</b>	Q2 2023
<b>Expected gross salary range:</b>	HUF 900.000-1.100.000, depending on experience

PalletBiz is an international manufacturer and distributor Franchise Network, developing and maintaining a unique Business System for Packaging and Handling Materials made from wood, metal and (and in the future, plastic) – primarily focusing on both standard returnable transit packaging (e.g., pallets, crates, collars, bins, frames, etc.), as well as custom designed and manufactured products for our customers. The Business System has been franchised to several countries in Europe, Middle East and Africa – and the PalletBiz Network is currently operational in 14 countries, with the Franchisor entity, PalletBiz Franchising Zrt. located in Budapest, Hungary. Visit our website at [www.palletbiz.com](http://www.palletbiz.com) to learn more about the company.

The PalletBiz Network has experienced very high growth rates, and we anticipate even further expansions in the coming years, hence the need for operational development in our Central Europe (CE) Region in particular to expand our workforce of industrial experts and professionals. PalletBiz being a franchise concept, we look to establish not only our operational footprint in the region, but also our franchise representation in multiple countries in Central Europe.

We therefore wish to employ our new:

## Business Development Manager, CE (Location: Budapest, Hungary)

As our Business Development Manager, you shall oversee the development of our commercial business activities as well as the development of our Franchise and supply chain footprint in our CE Region, with focus on the following countries: Slovakia, Austria, Slovenia, Croatia.

***Together with the Regional Management for CE, you will be responsible for the continuous development of and adjustments to the Regional strategy and operational plans as well implementation of same. This includes product mix development, market development, supply chain development, and, over time, organizational development.***

You will be supported by our Global Sourcing & Sales (GSS) organization – which includes category specific CTOs, Marketing & Key Account Service Management, Supply Chain Management – as well as the Corporate HQ staff related to Corporate Branding, Franchising, HR & Organizational Development, Finance and Accounting.

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## Duties and responsibilities

Your responsibilities will comprise driving the development of the CE-Region, while also acting as Site Manager for our Corporate Head Office. The role comes with a fair amount of travelling, primarily to the beforementioned countries. Below focus areas are not in prioritized order.

### Focus area #1: Market Intelligence, Market & Franchise Development

- Compiling and analysing market intelligence on the **competitive environment** in the CE Region – and building it into regional plans.
- Generating **Franchise Leads** via research & “cold canvassing”, targeted promotion, market communication, partner conversion, etc. with assistance from the Franchise Development Team.
- Driving and executing **Franchise Sales** in target countries in cooperation with Franchise Team.
- **Developing** both existing & new **Franchisees** through supporting primarily in their sales & sourcing.

### Focus area #2: Sales & Key Account Management

- **Managing existing accounts**, as well as **building new relations with potential accounts** of regional relevance. Sales shall be secured both for areas that are currently without a local operational partner (i.e., PalletBiz Franchisee), as well as for existing Franchisees as commercial support.
- Living by and **promoting the PalletBiz Way©, values and USPs**, whereby our sales approach is very consultative, and we must be able to provide the customers with added value as part of our mission.
- Planning and executing **market communication** towards target customers by overseeing and driving activities embedded in the **Regional Marketing Plan**.
- Managing and updating **leads, opportunities, and account information** in our **CRM** system.

### Focus area #3: Sourcing & Supply Chain Footprint Development

- Driving **product mix development** for the CE area to reflect the market demand.
- Managing supplier relationships to ensure that we can source and/or manufacture the goods to be sold as per the **service level** agreed with the end-user (customer).
- Identifying and developing new sources for the region, negotiating terms & conditions, and regulating relations in SLAs.
- Contributing to regional footprint expansion by considering and planning scenarios for sustainability-rooted activities and infrastructure (e.g., repair-reuse-recycle or otherwise circular initiatives).

### Focus area #4: Corporate Site Management

- **Coordinating supporting, and managing administrative functions** related to maintaining and developing our small organization (3-5 people) at the Corporate Head Office.
- Managing **HR Administration**, incl. payroll & benefits, HR reports, etc. – in cooperation with outsourced service providers.
- Acting on behalf of Executive Management & Corporate Heads by attending to **general, day-to-day tasks that come together with running an office** – e.g., operational purchasing, signing & archiving documents, handling official correspondence, arranging events, hosting partners, etc.

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## Competencies & capabilities

You must possess both strong quantitative abilities and excellent written and oral communication skills. You must be able to think and act both practically/operationally, as well as strategically and analytically. You must be driven by results and be able to participate in our company innovation and future development.

### Core skills – must have:

- Practical experience of min. 4-5 years in industrially relevant **supply chain management/logistics**, ideally at a **production company**
- Commercial knowledge – having min. 2-3 years experience in **senior commercial** positions
- Practical experience of min. 2-3 years in **development & implementation of business strategies** and embedded sales concepts & marketing activities – preferably in Central European markets
- Relevant degree/education
- Native **Hungarian** as well as proficient **English** – written and spoken language being corporate communication language
- Proficiency with a PC incl. **MS Office** applications (Excel, PowerPoint, Word)
- Familiarity with project-based teamwork and business case preparation

### Advanced skills – nice to have:

- **Commercial experience in the Packaging & Handling Materials industry** – preferably in senior/managerial positions
- Experience with the development and management of **supplier & client portfolios**, relations
- Practical experience with business management systems (e.g., **ERP, CRM**)
- Knowledge of relevant IT tools & technologies (e.g., **2D/3D design tools, Power BI, etc.**)
- Proficiency in **German** or **other relevant European languages**

### Personal characteristics:

- Open, energetic, self-driven and business-oriented
- Highly efficient in (personal) sales & negotiations, and motivated by ambitious KPI's
- Can work independently, and in Teams – respecting a multi-country organizational structure
- Proactive approach to business development & administration – and able to think “out of the box”
- Loyal and thinking “Win/Win”
- Able to work equally well with “the supplier” and “the customer”
- Good structural abilities and systematic thinking

## Career development

As the Company/Group develops, and you will be successful in developing the CE-region, it will be natural for you to take on a higher management level in the direction of General (Regional) Management. If you show the right management skills, we are very open to discuss different career development paths, and it might be possible to earn-in to a part ownership in a future country Franchise within your region. We have successful managers that have taken this path becoming an economic partner based on mutually beneficial growth.