

We are looking for a fulltime:

# Country Manager

## PURPOSE OF THE JOB

Support the Regional and division management in developing the strategy and coordinate the execution and implementation thereof in cooperation with the Management Team. Manage the assigned Country in order to meet profitable and sustainable growth expectations in terms of revenue and profit with the purpose to reach the company goals.

## KEY ACCOUNTABILITIES

### 1. Implementation of strategy

Ensure the implementation of the Regional and division strategy and company values and identify improvement opportunities in order to optimize the performance of the region and division

*Core activities:*

- Manage and coordinate the implementation of the regional and division strategies in the country
- Identify opportunities for sustainable growth and come up with innovative ideas to further enhance the performance of the country and region
- Share best practices and enable collaboration within the company

### 2. Management

Be a role model and demonstrate leadership skills by managing the assigned country effectively in terms of people, performance, budgeting process and working conditions

*Core activities:*

- Ensure clear role and responsibilities for direct reports
- Manage, coach and challenge employees in order to utilize full potential and ensure a motivated workforce
- Adhoc reporting or provide information to the Region, Division or Group when required
- Be compliant with SHEQ policies and legislation.
- Ensure CSR development

### 3. Business Analysis and Development

Collaborate in the development of the strategy, analyse business opportunities, and manage the sales process in order to enhance or maintain market share.

*Core activities:*

- Develop and implement the annual Business Development plan and ensure the correct execution of this plan.
- Ensure optimal external and internal communication in coordination with the regional Manager
- Ensure proper risks management.

### 4. Financial control

Excellent financial reporting enabling regional and Division Management to make Short and long term business decisions. Ensure optimal financial reporting with the purpose to enable the management to make optimal financial decisions on short and long term.

*Core activities:*

- Provide management with input regarding the annual budget for the country
- Understand PNL requirements and based business decisions on CAPEX

**PERFORMANCE INDICATORS**

- Budget and P&L in volume and in € (Turnover and margin, SRT & FRT).
- FTE/Headcount, overheads

**PROFILE****Knowledge/skills:**

- 8 - 15 years' work experience in commercial and/or supply chain environment including a minimum of 5 years' experience in a leadership role
- Proven track record of sales development and/or supply chain management, preferably in FMCG / retail area within the Country
- Master Degree in Business administration or equivalent
- Excellent verbal and written communication skills in English and

**Competences:**

- Leadership: demonstrate the company values and act as a change agent
- Commercially astute
- Financial analysis
- Negotiating.
- Good communication skills
- Working in a matrix organisation

**CONTACT:**

For further information or to apply, please contact [hr@lpr.eu](mailto:hr@lpr.eu) we are looking forward to receiving your application in English.