

Job Description: Regional Sales Director - EMEA

CML Vision – The first-choice semiconductor partner to technology innovators, together transforming how the world communicates.

CML Values – Trust, Respect, Commitment and Creativity.

CML Guiding Principles – Strong business ethics; culture of quality with a sense of urgency; live and breathe the customer experience; a passion for excellence; inspire our people to innovate.

Position Summary

CML Micro are experts in the design and manufacture of advanced RFIC products, mixed-signal baseband/modem processors and RF and mmWave MMICs. CML solutions are at the core of the most demanding mission-critical professional and industrial applications, network infrastructure, IIOT and aerospace & defence systems.

With an expanding portfolio of microwave and mmWave MMIC's, CML are seeking an experienced sales leader to develop and grow this new and exciting area of the business as well as continue to maximise revenues for its core products.

The Regional Sales Director is responsible for driving growth, the overall productivity and effectiveness of the sales organization within EMEA for CML Micro. The successful candidate will have a proven track record in a sales leadership role for a semiconductor product line.

Essential Functions / Key Focus Areas

- Drive sustainable revenue growth through strategic account planning, pipeline development and disciplined opportunity management across multiple countries.
- Develop annual sales plan in support of organization strategy and objectives and achieve annual sales revenue plan.
- Direct implementation and execution of sales policies and practices.
- Provides leadership to the EMEA sales organization and counsel to executive management in implementing sales initiatives and company sales objectives.
- Ensure internal and external communications are coordinated, supports sales plan objectives and meets organizational expenditure requirements.
- Develop sales strategies for improvement based on market research and competitor analyses.
- Work closely with SVP Channel Strategy & Partnerships to ensure strong alignment between CML and its EMEA channel partners
- Implement approved distribution strategies and manage distributors within EMEA.
- Manage multiple channel selling strategies.
- Maintain visibility to and oversees strategic account relationships.
- Manage customer expectations and contribute to a high level of customer satisfaction.
- Review staff performance to ensure agreed targets achieved through our performance management structure.

Qualifications & Experience

- 10+ years of demonstrated experience at a senior sales management level.

This job description is not exhaustive and is subject to change from time to time to meet the needs of the business

- Degree or equivalent in Engineering, Marketing, Business Management or similar.
- Strong knowledge of RF semiconductor industry and distribution to understand emerging customers, trends and competitive landscape for area of responsibility.
- Previous experience and market
- A strong track record of over-achieving sales targets in a competitive, technical market
- Consistent achievement of hiring, developing, and mentoring successful teams
- A strong sense of purpose and attention to detail.
- Good analytical and problem-solving skills.
- Ability to work as part of a dedicated team and willingness to travel throughout Europe as required to meet the demands of the position.

Cultural Influence

- Foster an environment that values creatively solving problems and delivering results
- Instil a sense of urgency to ensure that all activities are completed on schedule and budget
- Actively participate in creating a safe and positive work environment for all employees by ensuring employees are properly trained, safety requirements are effectively communicated, and safety hazards are identified and corrected
- Establish a results-oriented management style that measures and evaluates individual performance against clearly defined accountable competencies, responsibilities, and objectives
- Act with a high sense of trust and integrity

Critical Competencies for Success

Excellent Communication Skills – Maintains an open flow of two-way communication, exhibiting strong verbal, written and presentation skills, stating expectations clearly and being visible to all stakeholders. Exhibits executive presence in front of both internal and external audiences. Being a good listener is a critical success factor.

Impeccable Integrity – Embodies and practices unquestioned personal and business integrity. Creates an environment of trust and respect by acting with fairness and consistency, keeping commitments and providing rationale for decisions.

Team Player with Maturity – A results-oriented individual who, at the same time, is the consummate team player who can effectively negotiate with others to achieve win-win outcomes. They will be well respected by senior management, peers, and subordinates, and will be secure in their technical and managerial abilities.

Open Minded – A resilient and committed executive with a passion for excellence; a flexible and open operating style; non-political and non-bureaucratic; someone with a natural and effective consultative approach who will gain the trust and respect of individuals at all levels.

Customer Focused – Live and breathe the customer experience by encouraging a culture dedicated to enhancing customer satisfaction and building strong customer relationships.

Location

UK-based, within a commutable distance to one of our 3 offices in Maldon, Cambridge or Somerset.

Salary and Benefits

A competitive salary is offered, depending upon skills and experience.

Additional benefits include:

- Holidays – 25 days plus bank holidays per year
- Pension scheme
- Healthcare scheme
- Death in service
- On-site parking

Application

In the first instance, please forward your CV and covering letter to sales_recruitment@cmlmicro.com

Further information about CML Microcircuits can be found on our website at www.cmlmicro.com