

POSITION DESCRIPTION:
Technical Sales Engineer-North America
Christy Catalytics, LLC (CATCO)

CATCO Goals:

25% YOY Revenue Growth
Leading Market Positions in its key product lines
NIBT in the range of 15-20% of revenue
CATCO Focus Markets-Petroleum Refining, Petrochemicals, Chemicals, Pulp and Paper, Gas Processing

Position Overview:

This individual is responsible for the development of key end user accounts in North America [here North America is defined as USA and Canada]. The primary goal of this role is to open and fully develop key end user accounts that offer the best potential for sales of our complete product line. Once these accounts are developed, they will be handed over to Account Managers who are then responsible for maintaining and further developing the accounts. The Technical Sales Engineer will also be responsible for supporting Account Managers when these individuals deem such support to be of benefit.

Reports to: CATCO Vice President-Business Development

Responsibilities:

- Fully develop new accounts in the USA and Canada that have been identified to have potential for our product lines.
- Assist Account Managers in the retention of developed accounts via visits to their accounts, joint calls, strategizing, etc.
- Provide regular feedback on market developments to Business Development Team.

Position related detail:

- Uses company travel and entertainment funds in line with company policies.
- 50% travel may be required.
- Spending authority is limited to \$3,000 without authorization.
- Must be authorized to be employed in the United States, possess and retain a valid automobile driver's license and have a valid passport for international travel.
- Must pass pre-employment medical examination, background check and substance-abuse screening if not already employed by CIH.
- Must agree to comply with and enforce company policies in the Employee Handbook.
- Must have a general love of learning and continuous self-improvement.
- Must be capable of fully qualifying new accounts before significant time and money is spent developing them.

Education, Skills and Experience:

- B.A. or B.S. or higher degree.
- Relevant experience and/or a technical background is desired in order to provide immediate contributions to CATCO's expansion of its end user customer base in North America.

Personality:

- A Player [see below for our definition of this]
- Has a deep passion for continuous learning and self-improvement
- Has superior critical thinking skills, personality traits, common sense and makes timely decisions.
- Plans for and takes action based upon needs at least one to two years into the future.
- Exhibits an outgoing personality to interact with potential customers and customers.
- Able to work in a team environment
- Proactive attitude

Relationships:

- Must challenge and be the CATCO Vice President-Business Development's trusted confidant / critic and offset their weaknesses.
- Inspires confidence and full trust in their fellow Business Development staff

Company Description:

The Christy Refractories Company, L.L.C. (CRC) was formed in 1995 when Frank R. O'Brien Jr. purchased the assets of Christy Refractories from the founding (1922) family. In 2004, CRC was split into four operating companies with Christy Catalytics, LLC focusing on sales of refractory shapes and mass transfer components [tower packing] to the global natural gas processing, petroleum refining, petrochemicals, chemicals and metallurgical markets. Christy Catalytics, LLC has sales to over 40 countries and counts as current customers some of the world's largest companies including ExxonMobil, Saudi Aramco, Phillips 66, BASF and many more.

A Player Definition:

Christy defines an "A" Player as someone who more than pays for themselves within one year of employment. Their attitudes, behaviors and performance are a model of *The Christy Way*. They are highly coachable, intellectually curious and a lifelong learner. They are a pleasure to work with but are not afraid to express their opinions and confront issues head on in a constructive manner. They are not afraid to admit when they are wrong. They not only meet the requirements of the position description they were hired for, but also bring new opportunities for efficiency, technology, products, markets and/or sales to Christy and are able to expand their capabilities to grow alongside Christy.

Conclusion:

This position description is intended to convey information essential to understanding the scope of the job and the general nature and level of work performed by the Technical Sales Engineer. However, this position description is not intended to be an exhaustive list of qualifications, skills, efforts, duties, responsibilities or working conditions associated with the position.