



## **Director, Sales – EMEA- ACS International**

The Director, Sales - EMEA is a leadership position that focuses on increasing ACS global influence, through revenue generation and market-share growth for ACS Publications in line with divisional and Society strategic objectives.

The primary responsibility the Director, Sales - EMEA is forecasting and achieving revenue growth targets, increasing regional market penetration (including new business/customer development), and implementing institutional sales programs for the ACS Publications Division's growing products and services.

Secondary responsibilities is to work closely with peers within Publications to align our marketing and outreach initiatives aimed at broadening awareness of our evolving products and services and demonstrate the value these products bring to the industry. Additionally, foster business relationships to relevant decision makers, influencers, and advocates to promote emerging products and business models such as Read + Publish, TDM, Training programs & research data solutions. Localize and support library & Industry focused sales promotions and community events and programs. Director, Sales - EMEA should be attuned to emerging STM publishing market trends and needs, to be able to represent this region on the global & regional trends such as Open Access/Science, and be able to recommend program and product development, localization opportunities and counter emerging competitive threats.

The Director, Sales - EMEA is responsible for defining an optimized strategy, structure and execution for regional sales representation necessary to achieve revenue growth, expand our products and services, grow our customer base and maximize customer satisfaction. Inherent in this are: staffing, compensation, training and managing the local sales and marketing staff and network of distributor/agents for performance; analyzing results and recommending future sales strategies and tactics; working directly with the library community as well as stakeholders within ACS Publications to promote a high level of customer satisfaction positioning ACS Publication's products successfully within the chemical/scientific community market place.

This role will manage a team of seven including sales representatives, revenue marketing and operational staff. The position reports to the Vice President of Sales, Operations & Business Analytics for the ACS Publications Division. This position is based in our Oxford, UK office.

The Director, Sales - EMEA will be part of a leadership team that includes two other sales regions Americas & Asia, Revenue Operations, Marketing and Business Analytics.

### **Position Accountabilities**

- 1) Responsible for the achievement of sales revenue growth targets, accurate and timely preparation of sales forecasting, increasing regional market penetration (including new business/customer development), and implementing regional sales programs for the ACS Publication Division's portfolio of products and services.
- 2) Utilize global sales and analytical tools to optimize team performance, drive strong sales execution and strategize for on opportunities. Manage the ongoing utilization of these tools by the team to effectively manage account lifecycles and interactions including lead generation, value propositions, pipeline management and customer success monitoring.
- 3) Manages and develops the EMEA Sales, Revenue Marketing & Operational team of 7+ by balancing coaching, support, empowerment for achievement of goals and objectives in line with regionally specific market opportunities and customer needs.

- 4) Manages departmental expense budget in in range of \$2M+, including compensation and incentive planning, distributor/agent fees, revenue marketing expenses, and localized sales and promotional costs as appropriate. Prepares and manages annual budgets for both revenues and regional expenses, and updates performance against these expectations on an ongoing basis.
- 5) Oversees and negotiates in-region sales agents and distributor agreements making sure they develop and adhere to strategies and tactics for achieving increased sales & market penetration. Monitors performance and activity, makes recommendations for maximizing sales in their region and ensures adherence to industry best practices as well as ACS policies and procedures.
- 6) Sets local sales targets and manages sales performance to targets. Responsible for the team's adherence to organizational pricing guidelines and prior approval for exceptions or programs outside the guidelines. Will participate and/or support negotiation with larger consortia agreements.
- 7) Recommends and supports strategies for continued expansion of ACS's open access and Read + Publish programs in the market. Builds relationships and demonstrates ACS's programs and breadth of support tools available to facilitate the transition from subscriptions to APC's for institutions and funders.
- 8) Oversees regional marketing and sales promotion and lead generation strategies and activities. This includes effective participation in library-centered tradeshow, seasonal or topically focused sales promotions or product campaigns in order to build awareness and generate qualified sales leads.

#### **Education/Experience/Technological Knowledge**

10+ years of related experience, especially in strategic sales management and international customer management. Experience with library-licensing web-based subscription/information services in scientific and technical areas a requirement. Demonstrated ability to define strategic opportunities and successfully articulate and operationalize execution plans.

Strong written, oral and electronic media communication skills required: customer-focused, leadership "presence" desired. Demonstrated team building and performance management skills essential for direct management of international sales staff, global institutional customers, and management of agents/distributors preferred. Demonstrated familiarity with and use of CRM systems (such as Salesforce), marketing automation systems (such as Eloqua), and business analytics (Crystal Reports).

Undergraduate degree; advanced business degree or equivalent experience in similarly scaled and focused business environment desired. Expected travel: 30- 40% including several multi-week international trips per year.

Inherent in this are: managing the international network of representatives, agents and distributors; analyzing results and recommending future sales strategies and tactics; working directly with stakeholders within ACS Publications to promote a high level of customer satisfaction and position ACS Publication's products successfully within the chemical/scientific community market place.

This position is based in our Oxford, UK office.

*To apply for a position, please submit your cover letter and CV to [careers@acs-i.org](mailto:careers@acs-i.org).*