



Ideal Standard

Job Title	COUNTRY LEADER BELGIUM		
Department	Sales		
Country	Belgium	City	Zaventem
Job type	Permanent	Work schedule	Full-time

Responsibilities & Accountability

The Country Leader is responsible for transferring Ideal Standard International's (ISI) vision, mission and strategic thrusts to the country level where business objectives are directed and controlled in alliance with corporate goals and strategies.

S/he leads a profitable, growing and sustainable business unit; assuring that organization is operating under effective standards and constantly capable of progressing towards future potentials of growth.

Main responsibilities

- Plan Strategic Business Objectives
 - Reference to the operating plan, the business leader is responsible for delivering the country's contribution to achieve plan objectives.
 - Works with Senior Management Team to set and deliver business objectives for robust growth of the country in terms of sales figures and net profits.
 - Leads local sales office team in setting functional objectives aligned with achieving business objectives.
 - Directs and controls local sales office team in setting short and medium term plans and programs in their functional areas to achieve and sustain business objectives.
 - Is responsible for the further implantation and execution of the H20 strategy in the local organization.
- Allocate Budgets
 - Analyzes, evaluates and distributes budgets to various functions and projects.
 - Scrutinizes major expenditure and ensures cost effective and high rate of return on investment.



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- Performance Reviews and Business Compliance
 - Performs quarterly reviews on business progress and reviews performance against plan.
 - Suggests improvements and approves corrective actions in case of deviations and updates business plans.
 - Ensures that developmental programs are designed in a way to meet organizational goals and objectives.
 - Assures business compliance to policies, procedures, and business standards and in adherence to all rules and regulations and free from litigation.

- Business Development and Commercial Relations
 - Promotes different business relations to pursue new business and other expansion opportunities for the company.
 - Manages customers' relations and negotiates big deals and agency terms with major customers.
 - Keeps abreast of what is happening in the market, and how competing industries are performing and what moves are they making.

- Company Representation
 - Represents the firm and maintains public visibility in major events.
 - Attends industrial meetings, national and international conferences where ISI is officially represented.

- Talent Management
 - Is responsible for assuring the business operates using adequate resources of qualified, talented calibers to derive business objectives.
 - Oversees the continuous development of talented employees to support business growth potentials and use of future opportunities.
 - Assures that adequate succession plans are in place to maintain business operations at high performance standards.
 - Manages teams and resolves conflicts to align all resources in achievement of corporate vision, mission and objectives.

- Pursue Positive Corporate Culture
 - Is responsible for assuring that ISI remains competitive in local markets in terms of



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corporate culture and working values.

- Assures that all employees are unified around corporate shared values of team work, respect and integrity, commitment, drive for innovation, operational excellence and care for our wellbeing.
- Communicates, leads, and sets rewards systems for positive performance behaviours.

Candidate Profile

- Experience & knowledge
 - Vast experience in selling combined with several years of experience in a management role
 - Market / customer Experience in a similar environment is a must
 - Organization
 - Financial analysis
 - Competency/capability building
 - Vision on project business / demand creation as this is a part of the Company's strategy
- Capabilities & skills
 - Trilingual (NL, FR, EN)
 - A driven, energetic, committed and ambitious people manager with a positive attitude to life, who leads by example and is able to build and maintain effective teams.
 - Forward thinker with a strong customer focus.
 - Possess the highest values in ethics, integrity and trust
 - Pragmatic self-starter, getting things done with a naturally strategic as well as hands-on approach.
 - Stress-resilient and demonstrating sound judgement, able to operate within a fast-pace environment
 - Metrics driven
 - Excellent communication skills with the ability to translate complex issues and the ability to relate well to and influence customers, partners and colleagues at all levels of the organization.
 - Ability to prioritize and juggle multiple tasks simultaneously.
 - Knowledge of CRM

How to Apply



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Interested candidates should apply by sending an up-to-date CV (in English) at talent@idealstandard.com with "Country Leader Belgium" in the subject line. By submitting your application, you acknowledge that you have read and agree to our [Applicants Privacy Policy](#). All inquiries and applications will be treated with the utmost discretion.

Not interested?

[Send us](#) your up-to-date CV today! Our recruitment team will contact you immediately should a career opportunity arise which is relevant to your profile.