



BUSINESS DEVELOPMENT MANAGER - ALUMINUM

Focused Products & Casthouse Consulting

DEPARTMENT:	I8A Sales Aluminum	REPORTS TO:	USA Aluminum Division Mgr.
DIVISION:	USA Aluminum	FLSA STATUS:	Exempt
JOB CODE:	1044	EFFECTIVE DATE:	02/13/2025

JOB SUMMARY

As part of the USA Aluminum team, the Business Development Manager is responsible for leading the growth of Pyrotek's focused products and casthouse consulting supporting the USA aluminum market, and for primary leadership in the commercial activities, while working closely with the sales team to develop and execute commercial plans for Pyrotek's products and consulting service.

QUALIFICATIONS

Education/Experience

Bachelor's degree in Engineering or related discipline, plus a minimum of seven (7) years of industrial technical sales and casthouse process experience; or equivalent combination of education and experience. Demonstrated success selling specialized products, troubleshooting and training development. Master of Business Administration (MBA) and project management experience, a plus.

Prior experience with molten metal furnaces, transfer, filtration system, casthouse equipment and casting processes experience, strongly preferred.

Knowledge/Skills/Abilities

Technical/Sales Skills. Ability to review customer quotes and orders for product specification accuracy. Technical mindset and working knowledge of materials and processes. Strong understanding of manufacturing costing. Ability to apply basic algebra and geometry concepts, and calculate area, circumference, volume, and proportions. Ability to calculate figures and amounts such as discounts, interest, commissions, and percentages. Must possess exceptional sales skills, and proficiency in creating presentations and effectively presenting to internal and external audiences.

Project Management/Leadership Skills. Ability to effectively manage cross-functional team projects to completion according to budget and schedule requirements. Ability to implement methods to monitor time management, risk management, and budget adherence for large complex projects, and raise awareness when measures need attention by a multifunctional management team. Ability to foster attitudes, conditions and environments that guide teams toward excellence and a respectful, positive, transparent, and collaborative environment. Contribute to building a culture of tolerance, acceptance, and civility through actions.

Core People Skills. Ability to positively interact and work collaboratively with a diverse group of people at all levels of the organization and across the globe. Genuine with high ethical standards and values, and personal integrity and honesty. Displays humility and adaptability. Ability to apply a large measure of common sense to a variety of situations. Entrepreneurial attitude toward work center excellence. Solution driven and self-motivated.

Communication Skills. Ability to speak clearly and persuasively in positive or negative situations, listen and obtain clarification, and respond well to questions. Ability to influence and negotiate for mutual benefit. Proficiency in writing clearly and concisely and editing work for spelling and grammar. Ability to vary writing style to meet business needs. Ability to patiently and successfully communicate with people for whom English is a second language.

Computer/Applications Skills. Proficient MS Office computer skills, including Word, Excel, PowerPoint, and Teams. Ability to use and familiarity with project management, CRM and ERP software, such as Microsoft Dynamics.



Analytical Skills. Ability to use information/data and various metrics to develop an informed and factual business case. Strong financial analytical capabilities for developing profitable product strategies. Ability to define problems, collect objective data, establish facts, and draw valid conclusions. Ability to solve practical problems while dealing with complexity and ambiguity, and develop alternative solutions, as needed.

Core Business Skills. Ability to exercise sound judgement and discretion in handling of proprietary and confidential information. Displays willingness to make decisions and work independently, without significant direction and to use resources effectively to “figure it out”. Strong critical thinking skills, judgment and keen attention to detail and accuracy. Ability to work collaboratively within a matrix environment. Exceptional prioritization, time management and organizational skills. Ability to write routine reports and correspondence, including customer visit reports. Highly organized, detail oriented and self-disciplined. Strong understanding of business implications of decisions and actions.

Professional Investment. Demonstrated commitment to personal professional development and life-long learning. Proactively involved with professional and community organizations that promote professional growth and/or enhance Pyrotek’s ability to meet and/or exceed goals and objectives. Passion for developing others.

Travel. Ability to travel by land and air, domestically and internationally, up to 50%. Valid US Passport and driver’s license, or ability to obtain. Ability to maintain motor vehicle driving record in good standing, as defined by Pyrotek’s driving record requirements.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

1. Coordinate sales and fulfillment of products that require integrated efforts across resources from multiple plants/divisions in North America. Lead sales negotiations with external customers. Assist and support sales engineering team by providing product selling expertise and technical training, as needed, to close sales.
2. Price products, systems, and consulting services according to their value in the marketplace with consideration for the competitive environment.
3. Develop business and marketing plans that deliver profitable growth by capturing and leveraging Pyrotek’s value in the marketplace. Interpret the competitive landscape. Develop countermeasures to competitor strengths and initiatives to exploit competitor weakness.
4. Develop consulting project cost, scope and bid packages, project timelines, action plans, and bill of material.
5. Produce monthly reports, conduct quarterly commercial reviews, and participate in semi-annual sales meetings.
6. Responsible for increasing focused product and consulting sales and effectiveness measured by sales revenue, gross profit dollars and margin percentage. Provide specialized operations & engineering knowledge to support sales efforts.
7. Educate and inform sales resources on Pyrotek’s product and equipment capabilities, the values of Pyrotek’s products and services in the marketplace, and product and services selling processes. Actively influence, assist and guide Pyrotek resources in value selling.
8. Ensure effective communication of goals, objectives, and expectations throughout assigned department/team members. Maintain the cooperation and support of team members company-wide through effective interdepartmental communication. Serve as a role model in areas such as professionalism, service orientation, agent of change, education, and commitment to organizational goals and objectives.
9. Foster attitudes, conditions and environments that guide your team toward excellence while acting with integrity and ethics aligned with Pyrotek core values. Create a work environment that helps foster tolerance, acceptance and civility and the ability and desire of team members to act in empowered ways. Actively reward / recognize team members to reinforce accomplishments and positive outcomes.



10. Determine the effectiveness of policies, procedures, and projects/plans. Take appropriate corrective measures when necessary. Identify new applications, innovations, quality and/or safety improvements and report findings/results to management. Ensure all activities and operations are performed in compliance with federal/national, state/regional, and local regulations.
11. Promote positive team member and customer relations by supporting Pyrotek’s commitment to a working environment of tolerance, acceptance, and civility. Respond appropriately to inquiries, concerns, and complaints by being professional, courteous, and respectful at all times.
12. Maintain regular, consistent, reliable, punctual, and predictable attendance, as required to achieve internal and external customer satisfaction.
13. Actively and positively participate in problem resolution, demonstrating constructive communication, timely response, and effective resolution skills. Work effectively within team environments both within your department and across the organization.
14. Cooperate and comply fully with all Pyrotek policies and procedures. Actively support and follow the Pyrotek Safety Program.
15. Participate in company/department meetings, training activities, continuing education programs and other associated activities.
16. Consistently promote and communicate Pyrotek’s core values through work performance and excellent customer service.
17. As a member of the management team, promote and ensure compliance with Equal Employment Opportunity and Affirmative Action.
18. Perform other tasks as assigned.

PHYSICAL/SENSORY REQUIREMENTS

The following physical activities described here are representative of those required by a team member to perform the essential functions of this position. Reasonable accommodation, if feasible, will be made to enable individuals with disabilities to perform the functions of position.

Must be able to sit for long periods-of-time, bend, and reach, use stairs, lift up to 25 pounds occasionally and communicate effectively in English by telephone, in person and in writing. Effectively use a personal computer, office equipment and telephone. Requires traveling by land or air up to 50%.

WORKING ENVIRONMENT

Generally, work within an office and manufacturing environment, with exposure to fumes or airborne particles, a moderate level of noise, and moving mechanical parts such as overhead cranes, vibration and moving vehicles. Personal Protective Equipment (PPE) such as approved footwear, respirators, and safety glasses/goggles, may be required.

Team Member’s Signature

Date