



CIN NO: U24304MH2016PLC286140

Certified Company : An ISO 9001 : 2015 - An ISO 14001 : 2015 - AN BS OHSAS 45001 : 2018

MCON RASAYAN INDIA LTD.

Trusted Partner In Construction Chemicals

About the Company:

MCON Rasayan India Ltd. is a 15-year-old company in the field of construction chemicals and high-quality construction & building products. The product range includes concrete, waterproofing & chemical admixtures, waterproofing products, wall paints, concrete repair products & materials, anti-corrosive products and a wide range of related products. MCON is a company listed on NSE with a host of marquee institutional investors (domestic & international) including HDFC Bank as an investor.

MCON Rasayan has a state-of-the-art manufacturing plant at Ambethi in Valsad, Gujarat. Today, MCON Rasayan supplies product to the Indian industry and overseas markets. MCON Rasayan has maintained the highest level of quality and consistency by following systems; it is certified as an ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 company. As part of its growth plans, MCON wants to expand its employee base by hiring highly talented people who can correlate with its values of Trust, Customer Centricity and Passion for High Performance.

Job Title / Role: Regional Sales Manager – (Multiple Locations)**Department: Sales & Marketing****Location: Bengaluru****Reporting To: Sales Director****Key Tasks and Responsibilities:****1. Implement operational plans to retain and enhance the customer base**

- Proactively Appoint new Channel Partner/ Distributors.
- Establish productive, professional relationships with key personnel in assigned partner accounts/territories.
- Coordinate the involvement of company personnel, including support, service, and management resources, in order to meet Distributors performance objectives and expectations.
- Meet assigned targets for profitable sales volume and strategic objectives in assigned Territory.
- Proactively lead the joint partner planning processes that develop mutual performance objectives, financial targets, and critical milestones associated with a productive partner relationship.
- Proactively assesses, clarifies, and validates partner needs on an ongoing basis.
- Sells through partner organizations to end users in coordination with Company sales resources.
- Manages potential channel conflict with sales channels by fostering excellent communication internally and externally, and through strict adherence to channel rules of engagement.
- Lead solution development efforts that best address end-user needs, while coordinating the involvement of all necessary company and partner personnel.
- Ensures Channel Partner compliance with Channel Partner agreements.
- Drives adoption of company programs among assigned partners



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2. Participate in the sales cycle encompassing the following:

- A strong commitment to complete tasks on time
- The ability to develop strong relationships with new and existing Channel Partner.
- The ability to influence and persuade your previous Channel partners to sell our products.
- Strong organizational skills including planning and prioritization.
- Customer service focused Can turn a negative experience into a positive outcome through the use of empathy, the creation of an action plan to solve the customer problem and follow through to ensure commitments are met.
- Negotiation skills - Can create a positive solution for all parties.
- Problem-solving—works to understand the problem thoroughly first.
- Order Management
- Credit Management & Payment follow up with the client and distributor

Key Performance Indicators:

- Achieve assigned sales target in designated Territory.
- Meets assigned expectations for profitability.
- Completes Channel partner Sales plans that meet company standards.
- Manages funnel, forecast, and sales opportunities to meet company standards.
- Maintains high Channel partner satisfaction ratings that meet company standards.
- Completes required training and development objectives within the assigned time frame.
- Manages Team to meet agreed goals and attrition numbers

Qualifications & Skills:

- Graduate/ Post Graduate from a recognised university. Preferably Civil Engineering.
- PC proficiency, with knowledge of Microsoft PowerPoint, Word, and Excel
- Strong verbal and written communication skills
- Confidence with a Sales Mindset
- Relationship Building and Stakeholder Management
- Product & Market Knowledge
- Self Starter & Inspiring Leader

Experience:

- **7 to 10 years in the field of Building Material/Construction Chemicals with experience of handling state or regional level teams.**

CTC Offered: Upto Rs. 15 lakhs per annum based on skills & experience