

JOB SPECIFICATION

DIRECTOR OF SALES & MARKETING

The Company

Quantum Solutions is a pioneer of groundbreaking quantum dot sensor technology with a proven track record in the manufacturing and commercialization of materials and sensor. With a unique and diverse product portfolio covering X-ray, VisNIR, SWIR, and MWIR ranges, Quantum Solutions supports fast growing and cutting-edge applications in industrial automation, machine vision, medical, security, and consumer electronics. Having facilities in Southampton and Cambridge, UK, the company features advanced production facilities and a dedicated team of professionals committed to delivering state-of-the-art sensing solutions.

For more information, please visit www.quantum-solutions.com.

The Position

The Director of Sales & Marketing (Director of S&M) reports to the CEO, and is a member of the company Management Team. This presents a great opportunity for an ambitious professional to establish and lead the sales and marketing department within the company.

The Director of S&M **main mission** is to grow the business worldwide, to ensure efficiency in the company's marketing and sales operations, and to provide strategic input in this area to the Management Team.

The Director of S&M will be responsible for the development and performance of all sales activities worldwide. He/she will establish a strategy to expand sales with maximum profitability and in line with the company's vision and values.

The position involves the following tasks at strategic and operational level:

1. Sales operations:

- Execute the end-to-end sales process, from lead generation to deal closure.
- Develop and maintain strong relationships with new and existing clients.
- Together with the CEO and the Management Team to implement global sales strategies.
- Identify and penetrate new markets, initiating and coordinating targeted action plans.

2. Marketing Activities:

- Lead the development and execution of marketing plans aligned with sales strategies.
- Demonstrate the performance of the company's products through presentations, case-studies, exhibitions and webinars.
- Generate compelling content for marketing materials, case-studies, presentations, and digital platforms.
- Conduct market research to contribute to shaping the new products specifications and product roadmap.

3. Client Relationship Management:

- Act as a primary point of contact for clients, ensuring their needs are met.
- Provide timely and accurate responses to client inquiries and concerns.
- Collaborate with cross-functional teams to address client requirements.
- Collect client's feedback for the product optimization or new product development.
- Maintain all communication records using advanced CRM and automation tools.

4. Team building:

- Take the lead in establishing of a high-performing sales and marketing team.
- Oversee relationships with distributors and proactively seek new partners in countries of interest.

5. Reporting and Analysis:

- Prepare reports on sales performance, comparing actuals versus forecasts.
- Contribute to cost containment by monitoring and controlling expenses.
- Assist in ISO Audits and ensure compliance with relevant standards.

It is important to point out that the Director of S&M role is exposed to a strongly varying business context, involving high complexity and sophistication in the type of strategic models and business partnerships that will sustain the future development of the company's activities. This will also require advanced monitoring and reporting tools regarding resources management and forecasting.

The Candidate Profile

As a key member of the company Management Team, the Director of S&M needs to be a sales professional with broad and proven competence in all aspects of the sales and marketing process flow, including the ability to effectively represent Quantum Solutions to the external world.

Main profile requirements:

- 5+ years of relevant professional experience in sales and marketing of optoelectronic systems, preferably in infrared photodetectors or image sensors, with experience in machine vision, industrial imaging, or security industries being an asset.
- Experience developing strategies for high-growth companies.
- Proven track record of dealing with international clients and partners.
- Strong knowledge in sales, market analysis, and a deep affinity with technology.
- Ability to work independently and collaboratively in a fast-paced startup environment.
- Creative, self-driven individual with excellent strategic thinking and the ability to translate ideas into value-added propositions.
- Mature and well-balanced personality with strong interpersonal, communication and team leadership skills.
- Excels at delivering compelling presentations and influencing stakeholders.

General Skills:

- **Executive Leadership:** Passionate, visionary, and able to inspire high performance.
- **Technical Sales Competence:** Detailed and demonstrated sales competence in optoelectronics, infrared photodetectors or image sensors.
- **Relationship Management:** Ability to establish and maintain positive working relationships with customers and key stakeholders.
- **Strategy Agility:** Anticipate and formulate future consequences and trends accurately.
- **Communication Skills:** Master different communication styles appropriate to diverse situations.
- **Understanding of Business, Government, and Industry Processes:** Accurate knowledge of government, business, and industry processes.
- **Interpersonal Style:** Commitment to organizational excellence, displaying honesty, integrity, and ethics within multicultural team members, customers and stakeholders.

The Benefits

The role presents dynamic opportunities for professional growth, learning, and rewarding experience in addition to the following benefits:

- Competitive salary.
- Remote/hybrid work options available.
- Annual performance bonus.
- Equity stock options.
- PTO: 21 business days + national holidays.
- Pension scheme and health insurance options (depends on the country of residence).

Qualified candidates are encouraged to send their CV and cover letter to hr@quantum-solutions.com