

# Paris Presents

INCORPORATED

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Bringing Beauty to Life

## POSITION SPECIFICATION

### EMEA Sales Manager (Head of Sales)

#### COMPANY

Paris Presents is an entrepreneurial, privately held / venture capital backed company that creates and distributes strong brands of makeup tools and body care accessories in over 60 countries. Their expertise includes both globally distributed branded product lines and the development of retailer brands, product lines individually created and managed for large retailers. This is a high-growth, beauty and fashion business with a focus on high quality products at affordable prices developed through innovation and on-trend design. A sought-after "indie" company, Paris Presents has a very fast paced culture, has annual revenues of over \$100M, and is growing rapidly around the world, with distribution in over 60 countries. In 2014, the company was recognized by IRI/Boston Consulting Group as the fastest growing health and beauty company under \$1B, and a top-10 finalist in the 2015 European Business Awards. The senior management team comes from major CPG companies and has a strong record of success growing businesses.

#### BRANDS

The company's three core brands are EcoTools, Real Techniques and Body Benefits. EcoTools is a leader in eco-conscious beauty products, most notably for incredibly soft cosmetic brushes. Real Techniques is the fastest growing make up brush brand in the US and the number one brand in the UK, offering women high quality brushes with education on how to use them, created in collaboration with Sam and Nic Chapman (Pixiwoos). Real Techniques is the #1 make-up brush brand on YouTube. The brand offers a comprehensive assortment of netted bath sponges as well as all other bath accessories.

#### POSITION SUMMARY

- Seeking a stand-out, EMEA Sales Manager, ideally with a passion for all things beauty, and a proven track-record of managing and growing European, Russian and Middle East beauty distributor markets.
- Reporting to the Managing Director, Europe, Middle East and Africa, the EMEA Sales Manager will be responsible for developing top distributors in a territory incorporating Russia, CEE, CIS, Middle East and South Africa
- Responsibility to deliver gross sales, trade allowance and profit targets to budget.
- Ensures distribution, merchandising, pricing promotional plans are in place and successfully executed to exceed the targets.

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- Develops promotional strategy for assigned Distributors. Manages and controls all promotion expenditure within your responsibility in line with the company's guidelines, to ensure an optimum return on investment.
- Works closely with appointed Distributors to ensure reasonable monthly forecasts are submitted and bought to, particularly for innovation and Limited-Edition programs.
- Develops and manages (JBPs) joint business plan with assigned Distributors and reviews scorecard to ensure annual targets achieved/exceeded.
- Ensure flawless implementation of all new product launches and achievement of required distribution objectives.
- Builds and cultivates multi-level and cross-functional contacts at Distributor, to support role as "general manager" of your account business.
- Prepares and delivers all required sales reporting and analytics to inform manager and US headquarters team as required.
- Develop and improve tools and systems to monitor the market place, our brands and competitor's performance.
- Effectively collaborate and co-ordinate activity within internal PPI departments, category, customer marketing, finance and customer services to deliver company's business priorities.
- Own and drive initiatives which deliver improved levels of customer service and satisfaction.
- Responsibility for ensuring identified expenses are kept within budgeted guidelines and completed on time as required by company policy. Responsibility for the development, maintenance and implementation of all account administration.
- Ensure personal developments by implementing agreed training and development objectives with EMEA Managing Director.

## RELATIONSHIPS

Reports to: Managing Director, Europe, Middle East, Africa

Manages: No direct reports

Key Internal Relationships: PPI cross functional teams, in particular Customer Marketing, Brand Marketing and Supply Chain team.

Key External Relationships: All Distributor functions from operational to General Manager

## IDEAL EXPERIENCE

- 5-7 years Distributor / Retailer Account experience gained in a Beauty / FMCG company ideally in Europe and Middle East
- Demonstrable track record of building brands in markets (sales & market share growth)
- Demonstrable track record of JBP management and way of working
- Category Management and merchandising experience preferred
- ecommerce account management experience

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## IDEAL PERSONAL PROFILE

- Proactive, growth-mindset
- Acts as the general manager of their business
- Flexible, dynamic, diplomatic, aggressive
- Ability to demonstrate numerate and analytical skills
- Ability to simplify complex data and extract key insights
- Ability to work towards deadlines
- Curious and enjoys learning about the changing consumer and market
- Thrives in a dynamic, fast-paced, high-growth working environment.
- A juggler- likes to have multiple balls in the air, and willing to “roll up your sleeves” to get things done.
- Excellent interpersonal skills
- Excellent presentation skills
- Excellent Excel and PowerPoint skills
- Holds valid passport for European, Russia and Middle East travel

## WORKING LOCATION

- Home based in Europe
- Travel across territory circa 50% of time
- Monthly travel to UK for team meetings