



## COMMERCIAL DIRECTOR AND CO-MANAGER

Part time 4/5

### ABOUT THE EMPLOYER

**Rotor DC** (aka Rotor Deconstruction) is a cooperative that aims to play a central role in the regional ecosystem for the re-use of construction materials. We work with contractors, non-profit associations and other organisations. We dismantle, process and sell materials from demolition/renovation sites. Since launching the business in 2016, we have been marketing materials from our own sites, but also from other operators, such as general/demolition companies, property developers, as well as private individuals. To meet these challenges, we are developing innovative approaches and know-how in terms of dismantling, logistics systems and the processing of contemporary building materials, with a focus on finishing elements. Rotor DC is known as a major player in the implementation of circular economy principles in Brussels ([www.rotordc.com](http://www.rotordc.com)).

### RESPONSIBILITIES AND MAIN TASKS

- COMMERCIAL DIRECTOR
  - Develop commercial strategy
    - Devise and execute appropriate sales strategies, focusing on local partnerships and circular economy opportunities;
    - Define Rotor DC's sales policy, build the sales pitch;
    - Ensure consistency of range, services, prices, products to be added;
    - Set realistic and measurable sales targets, appropriate for a small business, and monitor progress through regular reporting;
    - Organise marketing actions;
  - Develop sales
    - Evaluating prices, sales channels and customer trends to improve profitability;
    - Tracking and retaining Rotor DC's key customers;
    - Developing an overall vision for the showroom;
      - Showcasing large stocks and new arrivals;
      - Customer safety;
      - Improving the space;

- Monitoring sales and developing creative and coherent strategies;
- Communication and PR
  - Vision and development of customer service, improvement of processes;
  - Visits and interviews, involvement in clusters;
  - Development of exceptional communication campaigns for customers concerning events, materials, seasonality, life of the cooperative, etc.
  - Keeping the website up to date;
  - Communication on social media;
- CO-MANAGER
  - Working on governance and strategy;
  - Identifying and securing new revenue opportunities, including public-private partnerships and sustainable construction networks;
  - Preparing for and taking part in management group meetings and Board meetings;
  - Preparing and monitoring the commercial team's budget;
  - Ensuring good external (interviews, taking part in public meetings) and internal (management group, inter-team) communications;
  - Managing problems and implementing structural changes;

## **PROFILE REQUIRED**

- COMMERCIAL SENSE
  - Ability to develop and implement commercial strategies aligned with the cooperative's objectives;
  - Demonstrate a sound knowledge of building materials, in particular recoverable items, their use, value and limitations;
  - Understanding of market trends, customer needs and competitor activity;
  - Product and service development;
- LEADERSHIP AND TEAM MANAGEMENT
  - Managing a small team with limited resources;
  - Inspiring others while effectively distributing responsibilities;
- UNDERSTANDING OF CO-OPERATIVE PRINCIPLES

- Familiarity with co-operative governance, democratic decision-making and member engagement;
  - Commitment to transparency, community development and sustainable practices;
- FINANCIAL CULTURE
  - Budgeting and forecasting: Managing sales budgets and financial targets;
  - Performance monitoring: Using key performance indicators to assess sales, margins and the overall health of the business;
- MULTILINGUAL COMMUNICATION
  - Fluency in French, English and Dutch is often essential;
  - Interpersonal skills: Ability to communicate effectively with various stakeholders - members, customers, partners;
- DIGITAL SKILLS
  - Mastery of digital tools for customer relationship management, sales follow-up and communication;
  - Knowledge of social networks;
- PERSONALITY
  - Ability to adapt and solve problems, flexibility;
  - Creative thinking and initiative: solving operational and strategic problems with limited resources;

We're looking for talented individuals who may not have the traditional background, but bring unique skills, drive, and fresh perspectives to the table.

## CONDITIONS

- Duration of the contract: 6-month fixed-term contract with the possibility of extension to an indefinite period, starting mid-August, part time 4/5;
- Workplace: Avenue de Bâle 3, 1140 Evere (SNCB Bordet station, MIVB "Da Vinci" stop), with the possibility of teleworking according to the terms in force;
- Status: employee. e, fixed-term contract;
- Salary: Scale: €3304.49 Gross (=> % = €2643.59) + double holiday pay, annual sector bonus (CP200) and ecocheques, end-of-year bonus, reimbursement of travel expenses, meal vouchers, telephone expenses reimbursed;

## **SUBMISSION OF APPLICATIONS**

Applications must be sent by 22nd June to: [charlottebonduel@rotordc.com](mailto:charlottebonduel@rotordc.com)