

METAL FABRICATION

MTO/MTR MANAGER, Metal Fabrication

PRIMARY ROLE

Under the ALMA program, the Air Liquide group established a series of worldwide initiatives known as Key Projects. Canada in turn, takes the relevant projects and plans the deployment of these through Medium Term Objectives (MTO's) leading to a Medium Term Roadmap, or MTR. The MTO/MTR Manager is responsible for working with the WBL as a primary contact for Canada, as well as spearheading and managing the deployment of relevant Key projects for the Metal Fabrication department.

KEY AREAS OF RESPONSIBILITIES

1. Assess impacts & business potential: Using the Key Projects guidelines and assumptions the Manager must translate these to a Canadian context to assess the potential impact in terms of both business potential as well as resources required to support.

2. Builds Business Cases, ZPR & RIC documentation: MTR Projects require capital and human resource investment with an expectation of financial returns. The development of these business cases typically require an individual to work closely with people in operations, sales, logistics and possibly other areas in order gather the information needed to build a well founded business case. The incumbent is expected to drive this process and generate all relevant supporting documents needed by the ZPR and RIC process to justify the capital and human resources required.

3. Manages Deployment and delivers MTO/MTR results: Once a project has been justified and capital resources allocated the incumbent is expected to manage and or oversee the deployment of the project using the PM@AL process. This will typically involve working with teams across multiple disciplines and regions. Ultimately the MTO/MTR manager must be accountable to delivering the results of the business case.

4. Ensures regular activity follow-up: Elaborates and manages updated project budgets including sales forecasts, operating expenses, quarterly reviews and result follow-ups. Updates and analyses commercial and technical results achieved and implements appropriate correctives measures. Analyses profitability and performance of sales.

5. MTR primary point of contact; Key Projects require regular follow-up with various interested parties and often require specialized reporting. The incumbent remains the primary point of contact and is required to ensure that necessary reporting requirements are met.

6. Process improvement: Helps identify new ideas and opportunities to improve the projects and their realization. Identifies unsatisfied needs and different hurdles, proposes corrective measures and sees to their implementation.

MAIN INTERNAL CONTACTS	MAIN EXTERNAL CONTACTS
<ul style="list-style-type: none"> Managers, Sales General Managers, Regions Operations Managers Finance and Ops control 	<ul style="list-style-type: none"> Customers Representatives Suppliers

TRAINING & KNOWLEDGE
<ul style="list-style-type: none"> Diploma : Bachelor in Business Administration or Finance Training : Training in marketing and business management, project management Knowledge : Strong business analytical skills, business case building capabilities. Good communication skills in French and English (oral, written and presentation). Mastery of AL tools such as Oracle, OSA and OFS
EXPERIENCE REQUIREMENT
5 to 10 years with at least 3 in sales or business management.

CRITICAL COMPETENCIES
1. Leadership: Positively influences others, easily obtains cooperation from others, is concerned with people as much as with results.
2. Planning skills: Defines objectives and the means to achieve them, determines all required resources, anticipates future situations and establishes work plans, efficiently allocates or makes use of available resources, acts according to plans and establishes priorities, uses efficient methods, systems and work tools.
3. Problem-Solving: Identifies problem situations within an appropriate time frame, develops several alternative solutions to problems, analyses situations and highlights important issues, suggests adequate, valuable and feasible solutions.
4. Strong interpersonal skills: Gets to know others and forms relationships, maintains very good relationships with colleagues, respects the ideas and opinions of others.
5. Selling skills: Speaks with confidence and guides discussion towards desired conclusions, uses persuasion and persistence to overcome objectives, understands customer needs, makes recommendations and decisions based on a complete analysis of facts.
6. Coaching skills: Clearly establishes performance criteria, finds solutions to problems by consulting team members, understands and listens to the concerns of all individual team members, gives ideas in clear and appropriate language.

SUPERVISION OF EMPLOYEES **No**

OTHER CRITICAL REQUIREMENTS FOR THE JOB

Available to travel (Canada/US/Others)
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POSSIBLE CAREER OPPORTUNITIES (based on need, professional interest, training, experience and competencies)

In this field	Outside this field
	<ul style="list-style-type: none"> Director, Large proximity Director, Network Manager, Sales General Manager, Regions

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