

POSITION: Director, Manufactured Product Sales      LOCATION: Novi, MI

REPORTS TO: General Manager      DATE: March 2010

Primary Function: Directs the sales of dairy ingredients (butter, powder, cream and condensed skim) manufactured at Association owned plants to maximize return to cooperative owners. Our customers are regional and nationally known brand name companies. Approximately \$150 million in annual sales.

#### Job Responsibilities:

1. Oversees the Planning and organization of weekly sales requirements within the constraints of milk availability and plant production capabilities. This involves working with national and regional customers, brokers and industry export programs to profitably sell MMPA products. Is the primary sales contact for our largest customers or more complicated product sales. Makes pricing decisions for our product line.
2. Develops, coaches and counsels sales employees to ensure a motivated and competent department. Conducts annual written performance appraisals, makes recommendations for merit increase and handles any disciplinary actions.
3. Maintains an up to date knowledge of related dairy industry news, developments and contacts in order to meet customer needs to MMPA's benefit.
4. Keeps other parties within the organization informed of the status of work items and is the primary sales contact to resolve related disputes. Key contacts with Plant Production, Raw Milk Sales, Credit, and Dispatch.
5. Develops recordkeeping systems that allow the orderly sale of inventory while minimizing holding costs. Maintains market research and completes annual reporting documents for MMPA sales.
6. Develops and maintains product pricing strategies to meet corporate profitability objectives. Develops department budgeting and price forecasting. Manages dairy price hedging tools for customers and inventory protection. Works with export marketers and governmental agencies to facilitate foreign sales opportunities. Knowledgeable of Federal Milk Order pricing and regulatory requirements.

#### Qualifications:

The ideal candidate is an experienced Sales Executive with a related college degree and a minimum of seven years of prior management experience. Technical understanding of dairy market pricing along with excellent communication and organizational skills is necessary in order to succeed in this position. Computer knowledge should include experience with mainframe applications, spreadsheets, presentation software and internet functions. A proven record of achieving sales results through specific management action is sought.