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AlzChem, LLC

SALES MANAGER FEED ADDITIVES, U.S.

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## POSITION SPECIFICATIONS

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### CLIENT

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AlzChem Group AG, is an International Chemical Company, positioned in the world of specialty chemistry with both well established and new products for global markets. With a total of 1,500 employees, AlzChem manufactures at four sites in the Chemical Triangle in southeastern Bavaria, and in Sundsvall, Sweden. AlzChem's world headquarters is located in Trostberg, Germany. For additional information visit the [AlzChem](http://www.alzchem.com) website.

With a wide range of applications, AlzChem is focused on products with the typical nitrogen-carbon-nitrogen bond. The company's networked production structure creates a powerful and effective value chain built around metallurgical additives, fertilizers and important intermediate products for the pharmaceutical, food and agriculture industries. This value chain extends from chemical base products through to high-grade products.

AlzChem's corporate vision is to be a good business partner, employer and neighbor, and provide first-class training to their workforce and staff.

Specific to this Sales Manager Feed Additives, U.S. (SMFA) opportunity is the US sales leadership of the AlzChem product CreAMINO<sup>®</sup>, which accounts for nearly US\$50 million in global sales. CreAMINO<sup>®</sup> is the innovative form of guanidinoacetic acid (GAA), an amino acid derivative and natural precursor of creatine in the body. Creatine is a constituent of central importance in the energy metabolism of muscle cells. Vertebrates can form creatine via de-novo synthesis by methylation of GAA, which itself is formed from the amino acids glycine and arginine. In high yielding animals, such as meat type broilers, the capacity of the de-novo synthesis of creatine is often a limiting factor and supplementation via feed can be beneficial. Such a deficiency can be compensated for by using CreAMINO<sup>®</sup>. Besides significant improvement in feed conversion ratio, increases in body weight gain and higher breast meat yield have been demonstrated.

The Sales Manager Feed Additives, U.S. will be an individual contributor. The position will be field-based in an appropriate broiler production geography within the US. In addition to routine field work across all US poultry areas, the SMFA will travel as required to maintain positive and meaningful interaction with colleagues in the US headquarters in Marietta, GA and occasionally to world headquarters in Germany.

## RESPONSIBILITIES & KEY DUTIES

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The Sales Manager Feed Additives, U.S. reports to AlzChem's US general management in Marietta, GA and is responsible for 1) maintaining existing animal nutrition business and 2) growing existing customer sales while 3) building new customer relationships and sales. This individual contributor is responsible for planning and execution of sales strategy in order to achieve profitable sales growth as well as other strategic goals of the company.

Key duties will include, but are not limited to:

- Achievement of quarterly and annual sales revenue targets.
- Provide end-user customer service and basic technical support for use of CreAMINO.
- Develop distributor networks if necessary for smaller accounts.
- Participate in relevant exhibitions and conferences.
- Monitor, report, and influence market trends and participate in internal discussions of strategies and options.
- Participate as a valued member of the international team to increase customer satisfaction and profitable growth.

## EDUCATION AND EXPERIENCE

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- A minimum of five years of successful sales experience with technically sophisticated products in the US Broiler industry is required; preferably with animal nutrition or animal health products.
- Must have fundamental knowledge of nutritional feed and poultry diet requirements.
- A broad, deep and trusted history of excellent relationships in the US Broiler industry.
- Customer profiling – understands customer profile components/structure, the required data and how to mine it, possessing the knowledge to quantify market potential.
- Strong interpersonal relationship skills – listens, ask critical questions, relates well with others, and is comfortable and effective operating within a virtual team.
- Ability to work with and partner with diverse and multi-cultural team members.
- Decisiveness and prioritization skills.
- Achievement Orientation – sets goals and reaches them; takes ownership and responsibility for results.
- Willingness to travel in the U.S. up to 50% as well as internationally as needed.
- A Bachelor's degree is required. Advanced degrees may further distinguish candidates, in conjunction with the requirements listed above.

## PERSONAL CHARACTERISTICS

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- Operates with integrity.
- Innovative/creative strategic thinker and a driver of change.
- Must exude quality, professionalism and respect for others, operating as a trustworthy service-oriented team player committed to excellence based on AlzChem's values.
- Exceptional work ethic; a self-starter & person who derives energy from doing a good job; motivated to succeed and advance.

## ABOUT MARIETTA, GEORGIA – Home to AlzChem's US Headquarters

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Marietta, Georgia is located in Cobb County, Georgia, north of Atlanta in Fulton County. Cobb County is one of the fastest growing counties in the nation. With a diverse economic base that includes jobs in the service, retail, aerospace and technology sectors, the area offers a quality of life unsurpassed in



the Southeast. More than \$770 million has been spent on transportation improvements in recent years, allowing residents easy access to Atlanta and the commercial districts of Vinings Overlook, Cumberland Parkway and the prestigious "Platinum Triangle" in the Galleria area. A variety of housing options exist, including

luxury apartments and condos near Cumberland Mall, secluded subdivisions in East Cobb and horse ranches in the northwest corner of the county. The area retains its Southern charm amidst Atlanta's vast urban setting.

## COMPENSATION

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Compensation will be market-based, subject to a candidate's credentials, background and experience as well as what is needed in order to attract an outstanding individual from the marketplace. An excellent benefits package in the form of medical, dental, 401(k) and other benefits will be included as part of a complete compensation package. A company car allowance will be provided.

## NON-DISCRIMINATION

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EFL Associates firmly supports the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status or any other protected category pursuant to applicable federal, state or local law.

Our client, AlzChem, is an equal opportunity employer and all qualified applicants will be considered for employment without regard to race, color, religion, sex, national origin, age, genetic information, actual or perceived sexual orientation, gender identity, disability status, protected veteran status, or any other characteristic protected by law. AlzChem encourages all qualified men and women, members of all racial and ethnic groups, individuals with disabilities and veterans to apply.

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