



THE COMPANY: HORN TECHNOLOGIES & SERVICES
POSITION TITLE: BUSINESS DIRECTOR – US OPERATIONS
REPORTS TO: PRESIDENT
LOCATION: CENTRAL MID-WEST
<http://www.horn-technologies.com>



The Company

The Horn family business has been in the agricultural-chemical business since 1986. With a well-established international presence, the group maintains a network of offices and local business operations in North America, Latin America and the Asia Pacific region. Nowadays, all the companies in the Horn group are well-recognized for their focus in R+D and sustainable development. Their core values include safety, quality, innovation, and reliability. Horn's mission is to provide the best service in pest management solutions for the commercial and agriculture post-harvest fumigation industry. Learn more about our client at www.horn-technologies.com

The Opportunity

We are seeking to recruit a high-level Business Director for US operations with primary responsibility for developing and implementing business strategies, managing and overseeing business operations, building and maintaining client relationships, analyzing financial data, identifying new business opportunities, and ensuring the overall success and growth of the company. The position will also be responsible for leading a team, setting goals, and working towards achieving key performance indicators primarily related to growth in sales. Strong leadership, communication, strategic thinking, and decision-making skills are essential for success.

Essential Job Functions

Strategic Input: Identify new business opportunities, participate in new business pitches and assist in drafting new business proposals. Participates in formulating and administering company policies, directing and coordinating all divisional department activities to develop and implement long-range goals and objectives to meet business and profitability growth objectives.

Coordination and Supervision: Coordinate, manage and monitor the workings of various departments in the organization.

Administration: Responsible for overseeing the day-to-day administrative operations of the organization, ensuring efficient and effective management of resources. This role involves managing administrative staff, coordinating internal communications, and implementing administrative policies and procedures.



Financial: Review financial statements and utilize the information to improve profitability. Prepare and control operational budgets. Control inventory. Plan effective strategies for the financial wellbeing of the company. Reviews and approves preparation of accounting analysis for budgetary planning and implementation, production efficiency, financial reporting, budgetary planning and submittal for capital expenditures.

Best Practices: Improve processes and policies in support of organizational goals. Formulate and implement departmental and organizational policies and procedures to maximize output. Monitor adherence to rules, regulations and procedures.

Human Resources: Plan the use of human resources. Organize recruitment and placement of required staff. Establish organizational structures. Delegate tasks and accountabilities. Establish work schedules. Supervise staff. Monitor and evaluate performance.

Communication: Confers with the President and other administrative personnel to review achievements and discuss required changes in goals or objectives resulting from current status and conditions.

Sales, Marketing and Customer Service: Plan and support sales and marketing activities.

Job Specifications

- College degree in Business Administration or Industrial Engineering.
- Bilingual (Spanish) a plus: The management team knows English.
- High level contract negotiation experience.
- Advanced skill in communicating orally and in writing with all departments.
- Excellent computer skills, including but not limited to MS Office products, E-mail, Internet, and presentation software.
- Problem Solving: identifies and resolves problems timely; gathers and analyzes information effectively; develops alternative solutions; uses reason when dealing with emotional topics.
- Communication Skills: speaks and writes clearly and persuasively in positive and negative situations; responds well to questions, presents effectively in group meetings or settings, ability to read and interpret written information.
- Interpersonal Skills: focuses on solving conflict, not blaming; maintains confidentiality; listens to others without interrupting; keeps emotions under control; open to others' ideas.
- Demonstrated attention to detail and multi-task oriented.
- Must have a clean DMV record and the ability to travel as necessary.

Work Environment

The performance of this position may occasionally require exposure to areas that require the use of personal protective equipment such as safety glasses, SCBA, hard hats and safety toe shoes. For the most part the employee will be exposed to ambient room temperatures, lighting and traditional office equipment as found in a typical office environment.



Supervisory Responsibilities

This role manages and directs staff in sales, engineering, quality, materials and human resources. The role is responsible for the overall direction, coordination and evaluation of direct reports and for carrying out supervisory responsibilities in accordance with the organization's policies and applicable laws. The position reports to Thomas Horn, President (owner) with dotted line to the Board of Directors in Chile (General Management).

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. This position requires someone who is mobile and has the ability to move in and around the office, at customer locations, and in and around parking lot structures and/or farmland including uneven surfaces. This position requires someone who has the ability to travel (by various means), including the ability to drive at night and/or during moderately inclement weather conditions. This position frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms. Must be able to communicate verbally, observe with own eyes, read and analyze data and charts and give and receive information through listening and conversing. Must be able to lift up to 100 pounds and work in a hot and cold environment, outside, and within the office environment. They handle the business of selling fumigation services, which is managed by their team, and perhaps they go out in the field to see what is being done.

About Cornerstone Kansas City:

Cornerstone Kansas City is a leading retained executive search firm based in Prairie Village, Kansas that helps great companies recruit great people. For more than 40 years, Cornerstone Kansas City has excelled in serving its client companies with executive talent acquisition across the Central Midwest region of the United States. Cornerstone Kansas City has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Management-level positions. To inquire about how Cornerstone Kansas City can serve your executive talent acquisition needs, please [click here](#) to visit our website.

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