

# Position Description

## Business Development Manager – Specialty Protein

### Business Development Manager – Specialty Proteins (T. Shanghai, Korea, Taiwan & ANZ)

#### Company:

The Tatua Co-operative Dairy Company Limited is seeking to appoint a Business Development Manager within the Specialty Protein Team. This team is responsible for Tatua’s specialty protein portfolio and plays a pivotal role in delivering maximised returns from protein solids and assets through technical sales, business development excellence, and execution. This role is a key contributor to the Specialty Protein business, supporting Tatua’s growth ambitions across key Asian and global trading markets.

#### The Role:

Reporting to the Business Manager – Specialty Protein, the Business Development Manager (BDM) leads commercial and technical business development across T. Shanghai, Korea, Taiwan & ANZ (Traders). Focus areas include driving profitable sales growth, advancing customer partnerships, providing customised technical and commercial support, optimising returns from protein assets, and delivering disciplined CRM and sales execution. Additionally, this role will oversee the line management of one direct report; a Technical Account Manager (T. Shanghai, ANZ (Infant) & South Africa).

Key Relationships – Internal	Key Relationships – External
<ul style="list-style-type: none"> <li>• Subsidiary president T.Shanghai</li> <li>• Business Manager – Specialty Protein</li> <li>• Business Manager – Ingredients trading</li> <li>• Technical Account Managers</li> <li>• Market Coordinators</li> <li>• R&amp;D Manager &amp; Technologists</li> <li>• Operations, Manufacturing, Quality, Regulatory &amp; Compliance</li> <li>• International Trade</li> <li>• Supply Chain &amp; S&amp;OP</li> <li>• Finance</li> <li>• Marketing Services</li> <li>• Business Manager – Foods &amp; Flavours</li> </ul>	<ul style="list-style-type: none"> <li>• Customers in T. Shanghai, Korea, Taiwan &amp; ANZ</li> <li>• Distributors/agents</li> <li>• Prospective customers</li> <li>• NZTE</li> </ul>

#### Key Result Areas (KRAs):

Leadership	<p>Significant contributor to the global Specialty Protein business unit team</p> <p>Ability to advance thinking beyond area of direct responsibility</p>
Strategy	<p>Contribute to the development and implementation of Tatua’s global Specialty Protein Strategic growth plan, and</p> <p>Lead the implementation of Tatua’s Specialty Protein Strategic growth plan as it relates to the role’s defined geographic and customer responsibilities</p> <ul style="list-style-type: none"> <li>• In conjunction with Subsidiary stakeholders, develop and tailor a plan to address local market trends, opportunities, and risks ensuring delivery of long-term strategic initiatives</li> <li>• Plan and implement market strategies, market surveys, pricing studies, and new product development initiatives</li> <li>• Ensure that the agreed plan is well communicated, understood and supported by key stakeholders</li> </ul>

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Business Management	<p>Contribute to the development of commercial plans and budgets for the Specialty Protein Business unit and support the delivery of annual revenue and profitability targets for the role's defined geographic and customer responsibilities.</p> <p>Lead and contribute to project teams for areas identified as key growth enablers, risks, or business critical improvements for the business unit</p> <p>Develop and either implement or recommend pricing to support delivery of profitability targets.</p> <p>Regularly review results and forecasts versus agreed objectives, and initiate adjustments as appropriate to bridge performance during the year</p> <p>Contribute to sales on a day-to-day basis supporting commercial, S&amp;OP, technical and logistical requirements, including developing and maintaining a demand forecast model to align manufacture timing with stock in market against shipping lead times</p> <p>Ensure Tatua's commercial terms and conditions are applied to Customer contracts and Purchase Orders. Where required, engage legal counsel to ensure contracts are appropriate.</p>
Customer Management and Development	<p>Support (Subsidiary) or Lead (Parent markets) the customer engagement plan for the role's geographic and customer responsibilities:</p> <ul style="list-style-type: none"> <li>• Identify and develop new customer prospects</li> <li>• Build strong partnerships with both existing and new customers</li> <li>• Identify, understand, and develop customer needs and provide customised technical (application, product and process) and commercial sales support</li> </ul> <p>Contribute to the development of tailored marketing and selling materials</p>
Solutions-Oriented New Product Development	<p>Contribute to the development of the Specialty Protein NPD pipeline, including:</p> <ul style="list-style-type: none"> <li>• Developing business case recommendations to allow prioritisation and planning for business unit NPD resources.</li> <li>• Manage specific business development projects, collaborating with technologists to integrate market and customer requirements with Tatua's capability and commercial drivers.</li> </ul> <p>Provide regular review, measurement and communication of NPD initiatives</p>
Business Systems and Processes	<p>Support critical business functions to meet the operational needs of both the Specialty Protein Business Unit and total business</p> <p>Support and Utilise S&amp;OP, JDE and PAW processes to enable effective forecasting, production planning and sales / budget analysis</p>
Health and Safety	<p>Provide support to Health and Safety by understanding and implementing the requirements of the Health and Safety at Work Act, and Tatua's policy and procedures, including:</p> <ul style="list-style-type: none"> <li>• Maintaining Tatua's safe working practices and procedures within your team and leading by example in all areas of health and safety;</li> <li>• Understanding, and complying with, any reasonable policy or procedure given by Tatua.</li> <li>• Participate in Health and Safety training, meetings and events when required.</li> <li>• Be actively involved in hazard and risk identification, assessment and control.</li> <li>• Follow all reasonable health and safety rules and instructions.</li> <li>• Taking reasonable care for your own health and safety at work and the health and safety of others.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Taking reasonable care that your acts (or omissions) do not adversely affect the health and safety of yourself or others.</li> <li>• Co-operating with any reasonable policy or procedure from Tatua, including wearing any necessary personal protective equipment and clothing.</li> </ul> <p>Reporting any potential or actual risks, injuries, work-related illnesses and incidents (including near misses) so Tatua can investigate, and eliminate or minimise harm or risk of harm.</p>
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**General:**

To follow any lawful or reasonable instruction made by the employer. To be present at work; and to work faithfully and honestly.

**Key Skills/Knowledge/Experience Required**

<p>Skills:</p> <ul style="list-style-type: none"> <li>• Commercial acumen</li> <li>• Strong interpersonal and cross-cultural skills</li> <li>• Technical aptitude</li> <li>• Strong collaboration</li> <li>• Drive for results</li> </ul>
<p>Knowledge:</p> <ul style="list-style-type: none"> <li>• Scientific, chemistry, or dairy background</li> <li>• Understanding of quality and food safety systems</li> </ul>
<p>Experience:</p> <ul style="list-style-type: none"> <li>• Dairy manufacturing/processing experience</li> <li>• B2B customer relationships</li> <li>• Technical/commercial sales experience</li> </ul>
<p>Qualifications &amp; Cultural Fit:</p> <ul style="list-style-type: none"> <li>• Science/Food Science qualification</li> <li>• NZ connection desirable</li> <li>• Based in Waikato</li> <li>• Willing to travel</li> </ul>

EMPLOYEE SIGNATURE .....

DATE .....

MANAGER SIGNATURE .....

DATE .....

