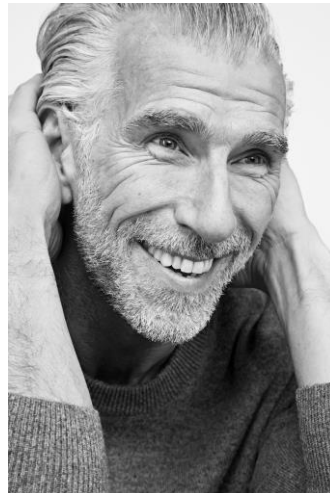


Smart choices for everyday healthcare

Karo Pharma offers a portfolio of everyday healthcare products and services that help prevent illness and treat health problems. With a wide range of trusted, documented, and original brands, backed by services for partners, customers, and consumers, we provide people with the options, knowledge, and access they need to stay healthy. We call it smart choices for everyday healthcare. We specialize in seven product categories: skin health, intimate health, digestive health, foot health, wellness, pain, cough and cold and specialty products such as Rx pharma care. Across these categories we own a range of differentiated brands in both prescription drugs (Rx) and consumer products (OTC).

Karo Pharma's products and services are present in over 60 countries with own subsidiaries in over 11 European countries. Karo Pharma has a revenue of SEK 2,9 bn in 2020, is headquartered in Stockholm and listed on NASDAQ First North Growth.



International Sales Manager

 **Rotterdam / the Netherlands**

Goals and challenges:

The International Sales Manager is responsible for the overall sales globally and relationship with distribution partners and contributes positively to the sales team through cooperative relationships and collaborative efforts to achieve team goals.

The international Sales Manager is responsible for the business of distributor including key areas such as driving sales initiatives, forecasting, follow up, yearly plan cycle, price discussions, etc. The International Sales Manager should work together with regional Key Account Managers as well as work with internal stakeholders in order to make the best possible strategic decisions to generate long-term sales growth .

All above according to local legislation and in accordance with ethical guidelines and policies of Karo.

Roles & Responsibilities:

As International Sales Manager, your responsibilities are based on 3 main pillars. We try to describe each of them in detail below.

Ownership of sales and revenue targets

- SPOC for small & mid distributors in our global regions and take ownership of their sales performance.
- Responsible to drive growth of top line sales and bottom line profit with assigned customers.
- Develop and maintain strong relationships with distributors and consult them on business- and market-related matters, such as portfolio mix, stock situation, sales forecasts.
- Analyze sales data such as in-market sales as well as sales generated costs (e.g. COGS, A&P, etc.) as well as their impact on partners' profits
- Participate in contract negotiations including the terms and conditions (Prices, Delivery Terms, Payment terms, MOQ, MAQ, etc.) as well as specific provisions (NDA, exclusivity, etc.)

Overseeing P&L's and reporting

- Report and present sales and profit dynamics at monthly team meetings
- Oversee the marketing promotion budget for specified key customers
- Track the budget and suggest adjustments if needed

Teamwork and process

- Be a team member in the International Trade Business department where we support each other to reach our objectives as a team
- Monitor internal activities related to the partner, as well as support them with the following:
 - Supply, e.g. forecast, orders, lead time, price updates, etc.
 - Finance, e.g. due diligence, payment, partner template, etc.
 - Regulatory, e.g. registration & documentation, quality reports, etc.
 - Marketing, e.g. new products, marketing materials, websites and artwork, etc.
- Collaborate with the regulatory and scientific affairs teams to ensure that activities are according to local legislation and compliant with ethical guidelines and policies of Karo

Qualifications and education:

- MSc degree in Business, Management or equivalent
- At least 2 years of professional experience in sales, account management, trade marketing, business development, or similar role
- Experience in the industry such as FMCG, consumer goods, healthcare
- Understanding of customer and market dynamics and requirements
- Experience with financial analysis, business planning, profitability analysis, as well as understanding of P&L structure
- Great interpersonal skills as well as the ability to establish and maintain effective business relationships
- Basic knowledge of Regulatory and Logistic timing and logic is beneficial
- Excellent written and spoken English, any further foreign language is beneficial
- Very familiar with the Microsoft Office, especially Excel and PowerPoint
- Experience in customer negotiations is advantageous

Personal Profile:

- Entrepreneurial mindset and can do attitude
- Result oriented and goal focused
- Structured
- Analytical
- Capable to work independently and taking initiatives
- Social networking skills

We offer:

- Opportunity to create, grow, and encourage
- Apart from a competitive salary pack (amongst which hospitalization insurance, group insurance, meal vouchers and other extra perks & benefits), there are lots of growth opportunities to meet your personal ambitions
- Flexible schedule and work life balance
- Responsibility for exciting and challenging projects that have a direct, visible impact on our customers and the industry
- Very positive work environment in a young, international, and motivated team

Karo Pharma has a Diverse & Inclusive environment. We are looking for qualified candidates irrespective of gender, gender identity, sexual orientation, ethnicity, race, religion, national origin, disability or age.