

SOLUTIA INC.

We are a leading performance materials and specialty chemicals company. Around the globe, our brands set the standard for performance and service. We have world-class technology and a global infrastructure that enables us to have the lowest cost to serve our customers. Our businesses use applied chemistry to create performance materials vital to the evolving global economy. We work closely with manufacturers and customers to improve the performance, strength and design of existing products and to introduce new product lines that benefit the market and environment. These products are highly valued by our customers and essential to creating new solutions to global challenges.

Although Solutia is based in the United States, we are truly a global company with more than 50 locations across five continents, and over 75% of our sales coming from outside the United States. At Solutia Singapore Pte Ltd, we are now hiring for the position of:

Based in Solutia Singapore

1. Assistant Technical Support Manager
2. Regional Manager
3. Regional Executive

Based in Solutia China

1. Logistics Engineer – Shanghai
2. Logistics Engineer – Suzhou
3. APAC Regional Quality Manager, Shanghai

Kindly let me know when the above jobs have been posted. Candidates can direct their applications to Kathleen or me:

1. Kathleen Sum – kksun@solutia.com
2. Ng Chze Han – ccng@solutia.com

1. Aspac Regional Quality Manager - Advanced Interlayers

Job Specifications

Quality Management:

- Act as customer representative in the maintenance of quality management system in respective plants within the assigned regions.
- Lead in the preparation of long range quality improvement plans.
- Ensure continued certification to ISO/TS 16949 for respective regional plants, including driving the training and preparation of key staff for continued surveillance audits.
- Manage the internal audit process for respective regional plants.

Product and Process Quality:

- Manage Product Sales Specifications, Finished Materials Specifications and Raw Materials Specifications in alignment with extrusion plants / reprocessing plants / key raw material supplier plants.
- Provide quality leadership in the organization by the promotion and effective use of quality techniques for continual process improvement
- Organize, drive and coordinate quality programs in support of business performance targets and future business interest.

- Capture quality impediments for sales through Sales Quality KPI and communicate emerging market needs for direction setting to the organization.
- Provide support for regional plant organization in the use of Complaint Handling system to improve customer satisfaction, reduce the cost of poor quality, and ensure continual quality improvement.
- Partner with key stakeholders such as Marketing Technical Support (MTS), Logistics, Innovation & Growth and Manufacturing to respond effectively to customer quality needs that lead to superior Customer Service
- Stimulate the organization to take full benefit of the quality function and quality programs in the respective world region's operating team meetings.
- Participate in the development of new products and the product commercialization team for the design and development process.

Requirements

- Degree in Science or Engineering with at least 5 years of related experience in manufacturing and quality operations, or equivalent combination of work experience and education.
- Comprehensive knowledge of ISO 9001 & ISO/TS 16949 standards with proven track record of implementing quality systems to meet such requirements and conducting training.
- Certification and registration as Lead Auditor for quality management system.
- Competencies relating to core tools such as FMEA, MSA, APQP, PPAP for the automotive industry.
- Ability to use electronic databases (SAP CRM database) for the management of Customer Complaint Handling Process.
- Proven problem solving ability and capability make sound decisions and consistently apply efforts to the issues that matter most.
- Ability to lead and work effectively in regional and global teams.
- Competencies relating to the use of Managerial Analysis to enable structured approach to problem solving and decision making.
- Successful track record of continuous improvement, development, and implementation of best practices in quality or manufacturing organization.

Work location: Shanghai

2. LOGISTICS ENGINEER, SHANGHAI or SUZHOU

Summary of Responsibility

This position is responsible for the management of third party logistics partners (3PLPs), and drive improvement projects or process changes in ASPAC supply chain when necessary. This position is also responsible to drive root cause investigation and implement effective corrective actions on logistics complaints. He/She should assist in administrative matter related to transport and distributions.

Key Accountabilities

- **Supplier Management**
 - Perform process audit on 3PLPs
 - Identify areas of improvements and work with 3PLPs on improvement plan
 - Conduct supplier rating and feedback to 3PLPs for improvements
- **Customs Management**
 - Duties, regulations and FTA updates / follow-up as allocated within ASPAC region
- **Request For Quotation**
 - Champion RFQ projects as allocated within ASPAC region

- **Supply Chain Projects**

- Actively look for costs reduction and process improvement projects
- Champion supply chain projects with local university
- Participate in the worldwide projects as needed
- Perform supply chain analysis to support business requirements

- **Complaints Handling**

- Drive timely root cause investigations
- Follow up on corrective actions and propose process improvements to prevent re-occurrence
- Follow up on claims to relevant parties when needed

- **Administrative**

- Invoice verifications
- Stock Take
- Maintain database on routes/rates/quotations

Qualifications and Requirements

- At least a masters degree holder or equivalent in Industrial Engineering
- Relevant experience and knowledge on logistics industry and supplier/vendor management is preferred.
- Relevant experiences with running and implementation of logistics projects
- Excellent understanding of supply chain methodology and relationship to distribution and inventory management.
- Working knowledge of SAP and Microsoft Office applications
- Excellent in spoken & written English communication skills.
- Possess strong interpersonal skills and able to work effectively in a multi-cultural environment.
- Process oriented thinking, highly analytical, mathematical oriented and possess excellent problem solving skills
- Forward looking attitude, highly self directed and have proven track records in process improvement and/or cost reduction implementation.

Remarks

The company reserves the right to make reasonable adjustment to the above key accountabilities.

3. Regional Executive

The incumbent will implement effective sales and marketing plans for the business unit's products & services in Singapore to ensure targeted growth and profits.

He / She will develop new and expand existing markets for the business unit's products & services through the establishment and operations of an effective distribution network in appointed countries in the SEA region or other regions (as assigned).

Key Responsibilities:

- Participate in the business unit's international, regional and local business development activities, including new growth conceptualization
- Support the formulation and implementation of business plans and objectives
- Secure and manage strategic partners and customers
- Monitor business performance through established lead indicators and growth strategies
- Support implementation of sales and marketing plans to penetrate new markets and capture market share in the film glazing industry in assigned territories.

- Conduct thorough due diligence and market studies to evaluate potential distributors, dealers and sales agents in accordance with the business unit's guidelines to support the selection of distributors, dealers and sales agents
- Build cohesive long term relations and advise distributors, dealers and sales agents on price, service and business direction.

Requirements

- Degree in Business Administration, Arts or Marketing
- Minimum 2 years relevant direct B2B and/or B2C sales or business development experience in Singapore and SEA.
- Possess own vehicle.
- Able to travel overseas within short notice.
- Must be fluent in English. Ability to converse in Mandarin, Chinese dialects or other SEA languages will be an advantage.
- Proficient in MS Office applications especially Word, Excel and Powerpoint.
- Good CQ (culture quotient).
- Strong understanding of both local and SEA commercial practices.
- Strong Inter-personal, communication, marketing and customer service skills.
- Strong persuasive and negotiation skills.
- A high degree of initiative, self-motivation, self-discipline, ethics and enthusiasm with high strong desire to succeed.
- Ability to work independently and high degree of resourcefulness

4. Regional Manager

The incumbent will develop and grow the automotive and architectural business in the assigned markets/territories to meet business and profit objectives. Assigned territories include: APAC, Latin America or SE Asia (as assigned).

In addition, the incumbent will be required to drive sales revenue and profit objectives in the Automotive / Architectural Division in Singapore.

Key Responsibilities:

- Develop and implement aggressive sales and marketing plans to penetrate new markets and capture market share in the window film industry (automotive & architectural)
- Provide marketing support and consultation to Country Distributors / Dealers consistent with the company's overall marketing strategies and image
- Keep abreast of the latest market developments and gather market intelligence to assess impact on business and react proactively to position the Company ahead of competition
- Identify, select and appoint suitable Country Distributor / Dealers in accordance with the criteria, policies and guidelines as set by the company
- Set financial targets, monitor and evaluate the financial performance of the Country Distributor / Dealers and recommend improvement programs to tackle underperformance
- Develop and implement incentive programs to boost Country Distributor / Dealers' sales performance
- Provide consultation and support to Country Distributor / Dealers' in the set up and opening of retail outlets consistent with the overall marketing and operational strategies of the Company
- To ensure that the Singapore retail operations are in line with company's policies and ensure adherence to operational guidelines.

- Develop and implement incentives and rewards program to drive sales team to achieve above and beyond their targets.
- Conduct trainings on the Company's products, technical knowledge, architectural operations and others to equip staffs with the appropriate expertise and knowledge to achieve Key Performance Indicators (KPI) or defined targets
- Develop employees' level of professional competence to ensure they remain capable of meeting requirements

Requirements

- Degree in Business Administration, Arts or Marketing
- 8 years relevant experience in regional sales, marketing and business development experience
- Must be comfortable with frequent travel
- Must be fluent in English. Ability to converse in other Asia Pacific languages will be an advantage.
- Good CQ (culture quotient)
- Strong understanding of international commercial practices
- Excellent organizational ability
- Demonstrated ability to lead and management teams
- Strong Inter-personal, communication, marketing and customer service skills.
Strong persuasive and negotiation skills
A high degree of self-motivation, self-discipline, ethics and enthusiasm with high strong desire to succeed
- Ability to work independently and high degree of resourcefulness

5. Assistant Technical Support Manager

The incumbent will provide technical support to the sales and marketing teams in addressing end customer enquiries on product applications in the automotive, architectural and marine segments. He or she must develop a deep technical understanding of the customers' applications, work processes and work with suppliers to improve product quality and new product development projects.

The incumbent must be capable of working in a matrix environment, working closely with Sales, Marketing and Operations to ensure successful development of all strategies.

Key Responsibilities:

- Drive the development of successful technical positioning for key new product launches and marketing campaigns
- Develop demonstration sales kits and lead in technical sales presentations to potential customers and distributors
- Provide consultancy and handle technical enquires for customers on automotive and architectural projects in aspects of product applications, regulatory, technology etc
- Develop and conduct technical training modules for customers and staff
- Ensure the successful implementation of quality improvement projects, resolve quality issues and agreement of product specifications with key suppliers and downstream customers
- Ensure the successful qualification of new suppliers/products through prototype development and evaluation, and product transfer
- Evaluate updates in technology, competitor and industry movements and make appropriate recommendations

Requirements

- Degree in an Engineering discipline, preferably Mechanical Engineering
- 3 to 5 years of working experience, preferably in the automotive or architectural industry
- Experience in quality systems management, supplier management and/or customer support
- Excellent inter-personal skills with demonstrated success working with cross-functional teams, including internal and external stakeholders at all levels
- Good written and presentation skills, hands on, effectively bilingual in English and Chinese