

C N Consultancy Limited

recruitment of

Regional Head of Coal Trading
(Indonesia, India, China, South East Asia etc)

(ideally based Singapore)

for an

Internationally Reputed Trading Organisation

BACKGROUND

Our client is a highly successful and profitable international commodity trading and distribution Group established in 1992. It is head quartered in London, has an annual Group turnover of more than two billion USD and employs over two thousand worldwide. It maintains twenty three offices in over twenty countries and trades steel on a global basis.

Its financial strength and in-depth knowledge of supply and demand in regional markets, means that it is ideally placed to take full advantage of global flows of a range of commodities including steel, ferrous raw materials and coal. With expertise in trade finance it is able to provide innovative financial solutions to suppliers and consumers. The Group also possesses a strong logistics function, and is thus able to consolidate cargoes, operate vessels, actively manage freight market risk and overall provide tailor made solutions to trading partners. The Group holds substantial stock at both points of origin and in destination countries and is able to offer a 'Just In Time' delivery service to customers.

Now, as part of a programme of growth and the consolidation of existing activities, the Group plans to expand trading capacity in coal and as part of this development the decision has been taken to recruit a Head of Coal Trading to lead, manage and develop the Group's regional activities. Certain investments and long term relationships constitute solid trading fundamentals and the initial emphasis will be on expanding and managing the Group's traditional trade flow of Indonesian thermal coal to India, China and South East Asia. However, the initiation and implementation of additional trade flows such as South African thermal coal and coke and other sources such as Russia will form part of the general remit.

This role calls for an experienced and professional Coal Trader/Coal Trading Manager and with the experience both to act as the lead business creator and also to manage and direct the coal trading unit. In-depth experience of coal trading (coking/metallurgical coal and/or thermal coal) is a prerequisite, but an additional essential element in the candidate's make up is the ability to succeed in a management role.

C N Consultancy has been retained to identify top calibre candidates who will be attracted by the prospect of joining this successful Group and leading the coal trading business in the next phase of its development.

JOB DESCRIPTION

Job Title: Regional Head of Coal Trading

Location: Given the Group's existing trade fundamentals there is a strong preference for this position to be based in the Singapore office which forms a major hub in the Group's trading operations.

Responsible to: The Chief Executive Officer

Working Relationships: The Regional Head of Coal Trading will manage the existing coal trading team and will be expected to develop strong working relationships with colleagues at all levels throughout the Group.

Areas of Accountability:

The overriding objective of this appointment is to manage the Group's coal trading activity on an international basis with special emphasis on the Group's traditional trade flow of Indonesian thermal coal to India, China and South East Asia. However, the investigation and implementation of additional trade flows such as South African terminal coal and coke and other sources such as Russia will form part of the general remit.

This embraces:

Lead and manage trading activities and operations, developing opportunities to extend the Group's sourcing of coal, and developing strong relationships with both suppliers and consumers.

Taking overall responsibility for the coal book and the coal position; monitoring and evaluating risk and ensuring proper flow of information regarding the position; ensuring regular reporting to the Management Committee on transactions, financial commitments and profitability.

Retaining an overview and ultimately controlling the day to day trading activity; formulating and implementing the coal trading policy and business plan.

Leading and managing the coal trading team; reviewing strengths and weaknesses; taking the necessary steps to build a world-class coal trading business.

Representing the business at senior level both commercial and governmental; maintaining strong personal relationships at senior level with producers and consumers, processors, shippers and the financial community.

Keeping up to date with developments in the global market and reacting positively and creatively to international economic and political developments. Forecasting market direction.

Identifying and developing opportunities in which the Group's infrastructure, reputation and financial strength can be used to advantage, for example in strategic alliances, investment opportunities, acquisitions and partnerships with producers, processors, consumers.

Ensuring the smooth and efficient operation of all support systems.

CANDIDATE PROFILE**Age:**

There are no rigid age limits, given the required levels of energy and experience. It is important that candidates have a domestic situation which will allow for travel and periods away from home.

Qualifications:

Preferably, candidates should be well educated to degree level or should hold a business qualification.

Experience:

Candidates should have most of the following:

A minimum of ten year's experience of working in the coal sector (coking/metallurgical coal and/or thermal coal).

A record sourcing, trading and marketing of coal with an emphasis on sourcing from South East Asia and delivery to India and China.

A sound understanding of the global pattern of supply and of the consumption of coal; knowledge of the major sources world wide, coal grades and specifications, and coal markets; also of the economic dynamics affecting the international movement of coal.

A sound understanding of coal operations including production and processing methods and procedures, stocking and storage, transportation, port facilities, shipping etc.

Personal contacts at senior level with producers, traders, processors, shippers, consumers, banks and other financial institutions.

Preferably experience of leading and managing a trading team.

Experience of interacting with colleagues at senior management level in an international trading business.

Sound knowledge of the mechanics of trading and reporting systems, risk evaluation and management, shipping, ports, charter parties, contracts, trade finance etc.

Personal Qualities:

This senior role will require:

The personal flexibility and adaptability to integrate into a close knit trading unit comprising senior trading specialists in various commodities, with a flat reporting structure and a strong team working ethos.

The energy, determination and entrepreneurial drive to lead by example and expand the existing successful coal trading business.

The confidence, maturity and stature to interact with colleagues at senior level within the Group and the potential to develop and further a career at senior management level.

REWARD PACKAGE

There is no pre-determined remuneration package. It will be individually negotiated to reflect experience and trading record and to attract suitably high level candidates for this senior appointment.