

Gilles Hémery

- 45 years old, single
- Total mobility France - Abroad
- Bilingual French - English :
 - 2 years London College - Graduated
 - 17 years professional experience

Sales and Marketing Manager Industry / Building materials B2B relationships

**20 years in sales and marketing – B2B relationships
France and international : EU, North and South America, Asia**

Professional background and mains achievements

Since 04/2005 **ETERNIT France** – 138M€ - 550 people. – Building materials

Sales manager – South France - 42 M€

- Definition of the commercial strategy – management of the sales team 10 people
- Strategy for developing market share for the three product lines.
- Development and realisation of operational marketing strategy
- Member of the board

Achievements :

- Total commitment of the sales team to the new orientations and strategies decided.
- Trend of the activity goes from -10% in 2005 to +7% en 2006 and +4% in 2007.
- Strong increase of the market share following an important focus on customer fidelity and satisfaction.
- Eternit South district awarded supplier of the year by the major distributors.
- Total commitment of the sales team to the new orientations and strategies decided.

*Mission
from 04/2003
to 10/2004*

Group MEABAN - 21M€ - 220 people. – Chemical industry

Consultant in sales and marketing strategy

*From 04/2001
to 10/2002*

NEUROCOM – 22M€ - 230 people. – Security solutions IT environment

Sales and Marketing Manager – 22 M€

*From 05/1994
To 05/2001*

SOVIS Saint-Gobain – 25M€ - 230 people – Glass industry

Sales and Marketing Manager – 25 M€

- Management, recruitment, motivation of the sales team (12 people).
- Development of a solution – service orientation with customer satisfaction.
- Marketing of the added value – new product development
- International development : North and South America, Asia

Achievements :

- Growth on 5 years : TO from 10M€ to 25M€, margin from 28% to 35%
- Market share : EU from 53% to 80%, USA from 5% to 40%
- Set up of a facility in USA (Madison, GA) – TO : 4.3M\$ achieved in 4 years
- Sales in Asia and South America : TO from 0 to 3M€ in 2 years

*From 05/1989
To 05/1994*

ECOPHON Saint-Gobain – 15M€ - 25 people. – Building materials

Salesman (2 years ½) then Product manager (2 years ½) - Ceilings

- Marketing of the customers' benefits - Product range organisation

Achievements :

- Growth of the product range in 2 years ½ : TO from 1.2M€ to 3.7M€

Competences

Sales Management

- Sales strategy definition and implementation
- Member of the board
- Organisation of the sales and marketing department
- Recruitment, management and motivation of the sales team
- Get the commitment of heterogeneous teams to the company's goals
- Development of reporting tools for the follow up of the activity out of SAP

Business development

- Sales of high added value products/solutions
- International business development : EU, South and North America, Asia
- Development and management of networks : distribution, sales reps, OEM
- Development of international major accounts

Marketing of the added value

- Global market analysis – customers, competitors, suppliers, environment
- Strategic marketing, marketing planning
- Corporate image, communication strategy
- Tools for customers' satisfaction analysis
- New products development

Education and Languages

Graduation 06/1985

- **CESEM – Group ESC Reims**
Diplômes d'Etudes Supérieures Européennes de Management
- **Middlesex Polytechnic – Londres**
BA HD European Business Administration

Languages

- **French** : mother tongue
- **English** : Bilingual
 - 2 years in London – college - Graduated
 - 17 years professional experience
- **German** : Good notions – easily improvable
- **Spanish** : Good notions – easily improvable

Personal assets and interests

Personal assets

- Strong adaptation capacity to changing environment
- International open minded
- Personal involvement, committed – high working capacity
- Dynamic and rigorous

Personal interests

- Sailing :
Skipper of sailing boats from 30 to 55 ft
Sailing cruises with crew up to 12 people for period up to 3 weeks.
- Computers :
High level for Microsoft Office, SAP
Strong knowledge in HTML and internet communication tools
Development of professional web sites : www.sales-mkg.org

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Gilles Hémary CV
English version
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