


Title: Job description – India BDM		Document Responsible: Thomas Jørgensen	Approved by: Thomas Jørgensen	
[DocumentNumber]	Rev. no: 1.0	Category: Job Description	Approved date: [ApprovedDateText]	

Title: Business Development Manager

Territory / Location: India / Mumbai

Requirement: B.Sc/M.Sc degree, minimum 5 years of industry experience.

Responsibilities:

Responsible for sales and planning of Fishbones stimulation technology systems in India in close cooperation with Fishbones' India agent.

The main responsibilities are:

- Build and maintain an overall understanding of the stimulation market in the given territory
- Promote Fishbones Stimulation Technology in the given territory in cooperation with Fishbones' local agent
- With support from Manager and local India agent, deliver sales strategy, sales planning and execution
- Seek, schedule and attend clients meeting, including delivery of technical sales presentations
- Make all effort to maintain high levels of 'face to face' time with key client contacts
- Secure sales of Fishbones stimulation technologies
- Manage and support clients on a regular basis
- Use of Fishbones Business Online system according to company practices
- Support participation in industry conferences and exhibitions as required
- Gather technical information, perform simulation studies to confirm basic system design
- Develop technical and commercial proposals
- Support preparation of ITT / RFQ submissions
- Gather and deliver technical specifications of Fishbones system to Supply Chain & Manufacturing
- Support ongoing operations as required, including cost control
- Report the following to your manager
 - Personnel performance
 - Revenue and financial performance
 - HSE issues
 - Activity
 - Customer contact
- Support agent in budgeting and in communication with Fishbones personnel
- Support Fishbones in securing full IP protection


Extensive domestic and international travel must be expected.


The role might be extended to cover areas outside the territory with time.

You will have a key role in the further development of the Company.

It is very important to keep an open and continuous communication in Fishbones and with Fishbones agent company in India. You will be responsible for maintaining good communication with the Headquarter organization on a continuous basis. We require you to show initiative and the ability to covert challenges into solutions. Internal training will be offered. External training will be at your own initiative, and in cooperation.

The role will be important to take Fishbones to the next level of commercialization and continue growing as an innovative technology leader in well completions and stimulation technology.

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Bribes, gifts and benefits (Corruption)

You must not, in order to obtain or retain business or other improper advantage by virtue of your position, offer, promise or give any undue advantage to a public official or a business relationship in order to get them to act or not behave in a certain way with respect to its responsibility. This is true whether the benefit provided directly or through an intermediary.

Gift or other favor offered to business partners, must be in accordance with proven good business practice. Gifts and other favor can only be granted or awarded if they are of modest size (max NOK 300), in accordance with the client’s corporate policy, and if the time and place is not inappropriate. Gifts and others favors must be offered in full transparency.

As Fishbone-employed you are not allowed to accept money or other benefits from business that may affect or be perceived to affect your integrity or independence. Gifts and other favor can only be received if they are small size with respect to value and frequency, and if the time and place is not inappropriate. Always inform your supervisor about gifts worth more than 300 NOK.

To be offered or received benefits in size exceeds that which can be naturally out of common courtesy, you must immediately inform your immediate supervisor, who will decide what needs to be done.

Small payments to secure or expedite a routine or necessary performance which we rightfully or otherwise entitled (lubrication), must not be made if they give the receiving improper benefits.

Do not let an agent or intermediary irregularities make payments. You need to supervise what agents / intermediaries are doing, and must have the right to terminate the relationship with them if they make use of bribes.

Place of work: Mumbai, India

Reporting to: Thomas Jørgensen, SVP Sales, Marketing & Application Engineering

Employee Signature: