



# ROPELLA® SKILL SURVEY



**POSITION**    **VICE PRESIDENT OF SALES**

**NAME**

**DATE**

1. Provide an overview of your expertise, including years of experience in commercial roles related to Pulp & Paper chemicals. Which products/chemistries are you most familiar with selling?
2. Outline and quantify the growth results you achieved in each of your positions, including your current role. What do you feel has been the key factor in your success?
3. Share an example that demonstrates your ability to drive sales growth with NEW customers through identifying business opportunities, developing effective strategies, building relationships and ultimately closing sales. Please be as specific as possible.
4. Outline the customer organizations relevant to this role, specifically pulp mills, where you have established connections or where you have experienced commercial success. What job function and level are the majority of your contacts?
5. Share your technical experience and understanding of chemistry concepts related to Pulp & Paper manufacturing. How have you acquired this knowledge (e.g. university, spent time in product development/on the bench, etc.)?
6. What is your comfort level with travel? Do you have a maximum % level of travel or # of days/weeks away from home that you could sustain?
7. Tell us about any non-compete and/or employer restrictions that you may have. Please provide these documents for our review.
8. If asked one of the following questions during an interview, how would you answer?
9. Why are you considering this opportunity? (or) What motivated you to consider a career change at this time?

## REFERENCE AND BACKGROUND CHECKS

Please be advised that, as a part of the hiring process, all candidates will be asked to provide references via our web-based reference checking platform, Checkster, in advance of their final interview. Checkster offers an easy, transparent solution that allows you to be proactive during the reference process and provides a complimentary final report that you can add to your portfolio.

Background checks will also be required prior to final interviews through our partner, ClearChecks.