

INDUSTRIAL SALES MANAGER

Based in Great Falls, MT

OBJECTIVE

The objective of our Sales Manager is to lead, direct, and motivate the Sales Team to achieve top line growth, the highest safety standards, and operational excellence. This individual reports directly to the President. The position requires relocation to Great Falls, MT.

RESPONSIBILITIES

The Industrial Sales Manager identifies objectives, strategies and action plans to improve short- and long-term sales and earnings. The qualified candidate will have a proven track record of successfully building teams and proven financial success in the industrial distribution field.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

COMPETENCIES

1. Team Leader—Puts aside personal goals and works well with others, doing what needs to be done, striving for a common goal.
2. Motivator and Coach—Ability to inspire others to reach a goal and/or perform to the best of their ability. In addition, provides guidance and feedback to help others strengthen specific knowledge/skill areas.
3. Relationship Builder—Ability to effectively build relationships with customers and co-workers.
4. Integrity—Gains the trust of others by taking responsibility for own actions and telling the truth.
5. Accountability—Accepts responsibility for own actions and decisions and demonstrates commitment to accomplish work in an ethical and efficient manner.
6. Innovative—Ability to look beyond the standard solutions.
7. Clear Road Blocks—Use expertise to move the road blocks to ensure their teams can implement the strategies when and how they need to achieve their vision.

FINANCIAL PERFORMANCE

1. Develop, implement and monitor sales training programs which insure the highest likelihood of desired sales and margin results from 100% of the outside sales force.
2. Joint sales calls with outside sales force and provide routine feedback and training
3. Set goals for outside sales staff to include, but not limited to, sales and margin performance, cold call expectations, and new product support.
4. Meet with Top Five vendors based on sales volume at least two times a year. Develop mutually agreeable sales forecast plans.
5. Meet with 2-3 target vendors annually that have the best opportunity to provide significant sales growth in the coming year (minimum of \$75,000 new business) and develop sales plans.

6. Annually budget and monitor outside salesmen sales expenses
7. Work with Key Management personnel to set annual sales and margin budgets for the territory

MANAGEMENT

1. Provide timely feedback and coaching to sales on positive performance and areas for needed improvement
2. Provide input to branch managers of the sales staff during annual evaluations
3. Coordinate necessary employee training and on-the-job development activities.
4. In conjunction with President, establish annual work plan including department goals and objectives.

REPORTS PREPARED

1. Annual sales plan for outside staff
2. Sales and margin goals for sales
3. Annual sales plan for top 5-8 manufacturer's
4. In conjunction with branch managers, prepare outside sales comp plans and expense budgets
5. Department annual budget and work plan

INTERFACE

Internal: Must positively interface with employees at all levels with particular emphasis with branch managers and senior management.

External: Must maintain positive interface with customers, suppliers, and competitors. Maintain affiliation with appropriate professional and community organizations.

QUALIFICATIONS

Education: B.A. or B.S. in business management or related field.

Experience: Minimum of ten (10) years related business experience.
Minimum of five (5) years management experience in a fast-paced and competitive team-selling environment required.
Effectively lead others; drive results
Excellent writing skills, strong interpersonal and analytical skills, and a strategic focus
Position is based in Great Falls, Montana.

SPECIAL REQUIREMENTS

1. Capable of managing various department function; establish efficient work schedules; good organization and time management capabilities.
2. Ability to effectively communicate verbally or in writing with internal General Distributing staff, customers, and vendors.

3. As required, capable of completing a work schedule which may be before or beyond regular office hours.
4. Possess a current driver's license and be capable of necessary travel to branch locations, suppliers, customers or seminars/meetings as required.
5. Overnight travel required. Approximately 6-8 nights per month.