

Position Title:	Regional Sales Manager		
Reports to (Title):	Sales Director		
Primary Division:		Department:	Marketing/Sales
Exemption Status:	Exempt	Shift:	1 st

Basic Functions (or Position Summary):

Plans, organizes, manages and provides leadership to achieve the company’s sales objectives within the company’s defined assigned growth market. Complete this goal primarily through managing the company’s sales representatives to provide optimum sales and profits to assigned territory.

Essential Duties and Responsibilities:

1. Select, evaluate and be responsible for all aspects of the relationship between the company and the sales representative offices within the given territory.
2. Responsible for, and oversee the productivity of individual sales representative offices including training of sales engineers and visiting customers with reps when necessary to promote sales and build confidence within the sales structure.
3. Develop & or Maintain signed rep agreements and territorial sales targets as required.
4. Work independent of the factory by planning and making business travel plans, working from home office when appropriate and reporting to factory offices when required.
5. Development and implementation of product promotions to customers within assigned territory.
6. Develops territory sales strategies, and action plans for identified targets of opportunity.
7. Maintains sales programs by keeping customers informed about available products.
8. Responsible for the sales and profitability within the assigned market.
9. Report timely current sales activity, sales issues and/or opportunities within particular product line, as well as, general or specific market trends that affect the financial forecasts or product development.
10. Report quarterly, current and forecast sales, profit position, trends, problems, and opportunities within territory, as well as, general industry trends.
11. Contribute to product pricing metrics to be competitive within the industries and applications applicable and to meet company’s goals and objectives.
12. Reviews and analyzes sales performance against business sales plan, goals, profitability, and market penetration objectives.
13. Provide research for new sales and market forecasting within assigned territory.
14. Compile and analyze industry market and sales information to effectively manage market position. Market development – finding and assisting in the development of new markets through market research.
15. Maintains awareness of markets, competitor activities and problems within assigned territory and recognizes trends that develop making appropriate recommendations.
16. Research potential new markets and report potential sales, profits and requirements.
17. Perform research and present analysis to determine/define product, market, and customer requirements within territory. Includes competitive, profitability, market, feasibility analyses and price support justification.

*Marginal position functions are not included among the essential duties and additional essential duties or responsibilities may be required that are not detailed in this document.

*This position requires regular work week duties as outlined by Human Resources or your supervisor(s). The position also requires the ability to work independently and in a team setting. You will be expected to accept direction from your supervisor, management and subordinate personnel and to work amicably and productively with co-workers. Some international travel may be required.

Supervisory Responsibilities: None

Additional Position Information/Details:

Regular business travel to meet sales representatives and customers, give training to all levels, participate in trade show events, etc.

Education and Experience:

Education: Bachelor's degree is an advantage (equivalent engineering/technical designation is will be considered).

Experience:

A minimum of two years of sales management experience in a technical field is required. Emphasis in HVAC is preferred. Project management and customer interaction experience is required. Sales and profit analysis, product promotion, and manufacture representative experience is desired.

Skills:

1. Demonstrated leadership skills
2. Strong interpersonal, communication and persuasion skills
3. Results oriented – High achiever (Sets high expectations and stretch goals)
4. Strong analytical ability and strategic/critical thinker
5. Technical/IT skills – Microsoft programs, web based software and all communication tools
6. Organized, excellent attention to detail and good forward planning
7. Values speed, change and performance
8. Work independent of the factory and direct supervision.

Desired Certificates, Licenses, and Registrations: Recognized engineering or technical designation.

Physical Demands:

The physical demands described here and above are representative of those that must be met by an employee to successfully perform the essential functions of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions of the position.

Work Environment:

The work environment characteristics described here and above are representative of those that an employee encounters while performing the essential functions of the position. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions of the position.

Disclaimer:

The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this position. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.

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For more information - please contact:

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