

Job Title: Manager, Sales
FLSA: Exempt

Date: 10/06/2017
Department: Commercial

Job Summary

The Sales Manager is accountable for the profitable achievement of sales objectives associated with the assigned market, segment, and sales team managed. The Sales Manager is responsible for their assigned team's sales productivity, and directs their effort in order to have the greatest overall impact on company results. This results-driven role will understand what motivates customers to buy and know how to tap into those needs and desires in an effective way. This role manages all aspects of running an efficient sales team, including hiring, supervising, coaching, disciplining, and motivating direct-report sales associates.

Sales profitability is achieved in this position by:

- Fostering an environment that promotes employee ownership, accountability and urgency for delivering results
- Monitor the sales program on 100+ customers across all sales channels and pinpoint ways to penetrate new markets
- Provide on-the-ground support for sales associates as they generate leads and close new deals
- Develop and implement new sales initiatives, strategies and programs to capture key demographics
- Proactively inspects sales activity and effort among sales associates managed, ensuring that the quality and quantity of sales effort meets company expectations.
- Provide reporting on field sales success and communicate VOC data to superiors

Customer focus standards are achieved in this position by:

- Meet with customers to discuss their evolving needs and to assess the quality of our company's relationship with them
- Coordinates the involvement of sales support personnel, including customer support, service, and management resources, so that team performance objectives and customers' expectations are met
- Proactively assesses, clarifies, and validates customer requirements and satisfaction by engaging key customer accounts in conjunction with sales personnel managed. Provides a management-level point of contact for key customers. Builds and maintains strong customer relationships.

Leadership standards are achieved in this position by:

- Assessing the strengths and opportunities of the sales team and manage the sales program accordingly; provide regular feedback and development of staff
- Builds peer support and strong internal-company relationships with other key management personnel
- Establishes productive relationship with customers based on frequent communication, collaboration, and the effective allocation of products in the marketplace managed
- Creating an inclusive, safe, engaging and accountable environment for employees

Core Competencies

Customer Focused

Results Orientated

Influences Others

Analytical

Manages Performance

Communication

Education

Bachelor's degree in marketing, communication, business or related field.

Required Experience

7 years of sales management experience in a business to business sales environment

Strong attention to detail that drives and delivers sustainable results

Ability to communicate clearly and concisely and influence internal and external stakeholders

Ability to travel extensively; dependent upon sales region

Preferred Experience

MBA

2-3 years leadership experience, strongly preferred

Chemical Industry Knowledge

Resumes should be emailed to: dvey@brenntag.com