

SALES MANAGER

Job Overview

As Sales Manager, you will lead the outside sales personnel in the achievement of the Company's sales, growth & margin objectives. You will implement strategies for servicing existing customers and for developing new business opportunities and customers. You will foster positive working relationships with the product vendor's Sales/Marketing /Technical support staff and leverage these relationships for business growth. Reporting to the President, you will contribute as a key member of the company's management team.

Key Responsibilities

Planning

- Responsible for the overall direction, coordination and evaluation of the company's sales/marketing process
- Develop and implement an effective strategic sales plan, with emphasis on existing customers and new business opportunities and including detailed actions for short term, mid and long-term objectives
- Develop a process to monitor the progress of new business development
- Develop and implement innovative methods of marketing and selling the company products
- Develop, manage and control the sales/marketing budget
- Work with customers and manufacturers/vendors to identify new product opportunities and develop joint sales strategies

Sales

- Identify new business opportunities ultimately generating new customers through cold calling and other proven prospecting strategies
- Analyze product mix carried by existing customers, identify product lines not carried and opportunities for up selling
- Report back to the President monthly on sales results against plan and progress on other objectives
- Implement a customer retention process that includes regular follow up contact with existing customers

Performance Management

- Directly supervise Territory Managers including planning, assigning and directing work
- Establish Personal Performance Objectives for Territory Managers; provide coaching and mentoring to employees toward the achievement of objectives
- Prepare and conduct semi-annual and annual Employee Performance Reviews
- Responsible for interviewing, hiring and training sales/marketing employees

Additional Responsibilities:

- Keep up to date with market trends and new developments utilizing information for business development
- Network with local Business organizations (e.g. Chamber of Commerce) to promote and generate interest in the company

Education, Experience and Technical Skills

- Undergraduate University degree
- Sales experience and minimum of three years sales management experience, preferably in a Manufacturers' Distributor environment
- Strong computer skills including Excel, Word, Powerpoint etc.
- Knowledge of the Process Connector and Controls (instrumentation) industry would be a plus

Required Soft Skills & Competencies

Organization & Planning: Utilizing logical, systematic and orderly procedures to meet objectives

Goal Orientation: Energetically focusing efforts on meeting a goal, mission or objective

Leadership: Achieving extraordinary business results through people.

Team Building: Working effectively and productively with others.

Interpersonal Skills: Effectively communicating, building rapport and relating well to all kinds of people

Company Overview

Established in 1990, our client is the leading provider of industrial solutions for process and instrumentation products in Southern Ontario. The company services a wide range of industries, providing a high level of customer service along with supplying high quality products manufactured by North American companies with strong reputations in their respective fields of expertise. Our client is ISO 9001:2008 certified thereby helping its customers meet the ever increasing demands for quality and reliability.

Compensation is commensurate with experience and benefits are provided along with car allowance. Location is Mississauga ON. The hiring process will move very quickly. Please apply on line, in strict confidence, indicating your salary expectations and you will be contacted ***immediately*** if your background closely matches the requirements as stipulated in this posting. We thank everyone for applying.

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