

JOB OVERVIEW

JOB TITLE	<ul style="list-style-type: none"> Regional Sales Director
DEPARTMENT	<ul style="list-style-type: none"> Sales
LOCATION	<ul style="list-style-type: none"> Texas
REPORTS TO	<ul style="list-style-type: none"> VP of Sales

GENERAL JOB DESCRIPTION

- The Regional Sales Director (RSD) will use extensive experience and domain expertise to lead, coach and mentor a team of Sales Managers selling A&M Cold Storage products and solutions. The RSD accountable for the development, management and execution of sales plan designed to attain revenue growth and business retention goals

DUTIES & RESPONSIBILITIES

- Direct, manage and develop sales professionals in developing, growing, and retaining business to achieve stated sales and retention goals
- Plan, organize, direct, and provide leadership to achieve the short- and long-term business growth and retention objectives
- Ensure the development and implementation of strategic and tactical marketing initiatives for assigned territory
- Develop and lead the execution of processes and sales activities designed to retain and grow current customers
- Ensure knowledge of competitor's strengths and weaknesses and manage execution of competitive strategy
- Achieves all sales performance standards, and revenue and strategic objectives related to retention and growth of both existing and new customer prospects
- Upon identifying customer business objectives, identifies and demonstrates how A&M products and services meet customer needs
- Build and maintain a comprehensive and accurate pipeline of business inside of the A&M (CRM) tool along with accurate details of customer contacts, weekly activities, and account updates
- Works with Sr. management to reduce company costs/wastes, and to optimize profitability in areas of responsibility.
- All other duties as needed or required

EDUCATION & TRAINING

- Bachelor's Degree in Business or Supply Chain Management preferred.
- 3+ years of selling supply chain solutions

KNOWLEDGE & EXPERIENCE

- Industry experience or truck/trailer leasing sales experience preferred
- Knowledge of competitive analysis, strategizing and execution; advanced level.
- In-depth knowledge of negotiation tools and techniques; advanced level.
- Knowledge of A&M's sales process, products, and services; advanced level.

SKILLS & ABILITIES

- Effective leadership skills. Must motivate and direct others and have managing vision and purpose
- Must drive for results and have business acumen
- Ability to build strong customer relationships.
- Strong verbal and written communication skills.
- Ability to create and maintain professional relationships within all levels of the organization (peers, work groups, customers, supervisors).
- Ability to work independently and as a member of a team.
- Flexibility to operate and self-driven to excel in a fast-paced environment.
- Capable of multi-tasking, highly organized, with excellent time management skills.
- Detail oriented with excellent follow-up practices

WORKING CONDITIONS

TRAVEL	<ul style="list-style-type: none"> • Travel 50%
HOURS / SHIFTS	<ul style="list-style-type: none"> • Monday- Friday
SALARY	<ul style="list-style-type: none"> • Exempt Position
BENEFITS	<ul style="list-style-type: none"> • A&M Cold Storage provides benefits-eligible employees with a comprehensive benefits and perks package that goes well beyond the number you see in your paycheck. From sponsored medical, generous retirement plan and a great work life balance, A&M believes in rewarding its hard-working employees for their contributions toward the company's success.
OTHER	<ul style="list-style-type: none"> • Applicants must not now, or in the future, require sponsorship for an employment visa. • Diversity has power. It is an investment in our present and our future. That is why we celebrate and respect the rich culture and differences of our employees, customers, business partners, and communities we serve. • At A&M Cold Storage, employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status or other characteristics protected by law.