



## Job Description

**Job Title: Regional Sales Manager- Industrial Distribution**

**Job Family: Sales**

**Job Sub Family:**

**Job Code:**

**Reports to: Director of Sales – NA**

**FLSA Status: Exempt**

**Effective Date: 10.31.17**

### Position Summary

The **Regional Sales Manager- Industrial Distribution** will be responsible for driving sales activities, including direct sales within an assigned geography by managing a sales team, submitting sales forecasts, ensuring sales revenue and profit growth, reviewing market analysis and monitoring pricing objectives. The main objective of this position is driving commodity product(s) through industrial distribution, (Motion Industries, Hajoca, MRC Global, LockWood), setting up stocking distributors, meeting with branch managers, making joint calls to power plants, paper mills, steel mills, chemical plants, etc., and training and educating inside and outside sales distributors. Responsible for new account development and/or expanding existing accounts within the distribution sales channel. Provide direction, leadership, coaching and mentoring for manufacturing sales representatives and advance their professional development, conduct, sales effectiveness and efficiency. Educate the key customer base with product seminars and personal interface. The ideal candidate will also demonstrate the desire and ability to identify business needs, areas of improvement and objectives through research and data backed decision making that will empower them to make recommendations on appropriate business initiatives. Based in Carnegie, PA (a southern suburb of Pittsburgh), this position will report to the Director of National Sales.

**Essential Duties and Responsibilities** include the following:

- Achieve and exceed region's monthly, quarterly, and annual sales quota, strategic and unit sales mix objectives, profit goal and market share goals
- Develop sales plans and strategies to increase market penetration within region.
- Create, track, and follow up with distribution branch manager(s) on distributor programs, such as commodity product stocking programs for distributors, sales incentives and product promotions.
- Visit your distribution network. Make cooperative sales calls on consulting engineers, contractors, and distributors.
- Direct the price management process which includes value selling, implementation of increases, rebate programs, and profitability by customer, package, and spec strength strategies.
- Participate in annual sales strategy planning
- Develop annual sales quotas for sales representatives
- Generate quotations to identified strategic key accounts monthly
- Write, translate and understand technical specifications for proper valve selection and optimization.
- Plan and conduct regular distribution product trainings.
- Listen to the VOC and recommend process and/or product changes to increase spec share and sales
- Communicate with the Director of National Sales to ensure customer commitments and opportunities are captured



- Report the value and status of major outstanding quotations. Track projects that are won and lost and analyze the reasons to improve the winning percentage.
- Negotiate large project pricing and terms.
- Complete Field Sales Management Reports and distribute reports for each field visit
- Perform annual evaluations and conduct formal documented feedback sessions with distribution branch managers on an annual basis
- Develop training and conduct quarterly distribution evaluations
- Direct and participate in customer appreciation programs
- Assist Inside Sales Manager in closing open opportunities as required
- Plan key local trade shows and participate in the national shows.
- Provide representation within national industry organizations.
- Be actively engaged in product development.
- Adheres to standard processes, procedures and policies
- Participates in special projects as required
- Other duties may be assigned.

### **Supervisory Responsibilities**

Directly manages a distribution network. Carries out managerial responsibilities in accordance to the Company policies, the Code of Ethical Business Conduct and applicable laws.

### **Education**

Associate's degree (A.A.) from a two-year college with a focus in Engineering, Sales, or Business, or a minimum of 10 years related experience in technical sales and calling on a distribution network or working directly for a distributor.

Bachelor's degree (B.S./B.A.) or equivalent from a college Engineering, Sales, or Business, or a minimum of 5 years related experience in technical sales and calling on a distribution network or working directly for a distributor.

### **Skills/Experience**

- Positive attitude
- Demonstrate a high level of energy, drive, enthusiasm, initiative, commitments and professionalism.
- Detailed understanding of industrial distribution
- Experience in calling on and reviewing applications with process engineers, mechanical engineers, chemical engineers, maintenance engineers, and planners.
- General understanding of fluid dynamics and piping specifications
- Minimum 5 years of sales, marketing or other commercial business experience. Preferably in a commodity manufacturing environment, preferably in the areas of industrial distribution, water and wastewater, or in the municipal sales arena.
  - Experience in the valve, pump or industry is desirable
- Strong relationship building skills
- Ability to work proficiently on a cross functional team to achieve project goals
- Excellent time management, communication, Customer services, and interpersonal skills.
- Proficient in reading and interpreting Customer specifications.
- Technical aptitude and familiarity with manufacturing processes



- Excellent people, communication (written and verbal), negotiation and facilitation skills.
- Must be a self-starter with the ability to work autonomously as well as part of a team.
- Superior interpersonal, oral, written communication and problem-solving skills
- Ability to understand and follow written and oral instructions, with acute attention to detail
- Flexibility to adapt to deadlines, changing schedules, priorities, and unpredictable events within a fast-paced manufacturing environment
- Highly organized and able to manage multiple projects simultaneously
- Proficient with Windows, MS Office, and CRM systems
- Experience working with a highly motivated sales team
  - Managing a network of reps is also desirable
- Excellent verbal, written, management communication and presentation skills
- Manage metrics with action plans and bowlers in strict accordance with the Goal Deployment Process.
- Demonstrated proficiency in time and project management
- Ability to adapt to unfamiliar processes and situations with minimal review/supervision.

## **Travel**

Employee must be able to travel 50% of the time.

## **Core Competencies**

- Creativity
- Perspective
- Business Acumen
- Drives for Results
- Hillenbrand Operating Model Operating Model
- Team Player
- Sound Decision Making
- Promotes Diversity
- Motivates Others
- Develops Others\*
- Communication
- Humility

## **Physical Demands (Make sure nothing needs to be edited)**

To perform this job successfully, the physical demands listed are representative of those that must be met by an employee. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.



While performing the duties of this job, the employee is regularly required to sit, stand, walk, use hands to handle and feel, reach with hands and arms, talk and hear. The employee may occasionally be required to crouch. The employee may occasionally lift items as heavy as 25lbs. Specific vision abilities may include the employee's ability to see near and far distances.

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

**Equal Employment Opportunity Employer: Female/Sexual Orientation/Gender Identity/Minority/Veteran/Disabled**

<b>ACKNOWLEDGED AND UNDERSTOOD BY:</b>	<b>DATE:</b>
_____	_____
Employee	

<b>Approved By:</b>	<b>DATE:</b>
_____	_____
Supervisor	