

# RENEWAL BY ANDERSEN

## SALES MANAGER (AFFILIATE RETAIL OPERATIONS - HOUSTON)

### Job Description →

The Sales Manager for Renewal by Andersen of Houston will report directly into the President and will lead, mentor, and guide a large team of talented in-home sales representatives driving the next stage of the company's growth plan.

#### *Responsibilities:*

- Manage the In-Home Sales Representatives and Sales Support Representatives.
- Achieve annual sales and customer satisfaction goals for the Houston, TX market.
- Coach and develop a sales team that meets objectives, cooperates on team basis, and learns from individual successes - this includes sales ride-along visits with Sales Reps.
- Track sales metrics, monitor daily results, and analyze for corrective action.
- Develop annual sales goals for sales team, by territory and Sales Representatives.
- Conduct Sales meetings that include plan reviews and role playing
- Conducts one-on-one meetings with Sales Representatives to review sales activity results and establish corrective plans as needed.
- Teach our sales process by modeling the core behaviors. Provide communication and clarity around our sales process systems.
- Establish an environment where all customers and employees are treated with dignity and respect.
- Lead on-going training, hold sales contests, and conduct a formal performance review annually with each Sales Representative.
- Developing others; build talent pipeline for succession planning within the Houston market.
- Participate as a team member, with other managers in providing best operational results.
- Work with marketing to maximize marketing expense to generate sufficient inquiry/lead/appointment rate.
- Establish and maintain sales budgets.
- Manage showroom activities such as coverage of showroom business hours, cleanliness of premises and displays, proper lead management practices.
- Participate as a team member within the ARO (Affiliate Retail Operations) Leadership Team to insure alignment to organizational goals and direction.
- Provide coaching and support to sales managers in other mid-sized markets around the country.

## Qualification Requirements →

- Four-year degree or an equivalent combination of education and experience
- Valid driver's license with acceptable accident and moving violation motor vehicle record
- Minimum of four years of proven sales management experience
- In-home, direct-to-consumer sales experience a plus
- Computer skills and management of computer-based information
- Planning and goal setting skills
- Strong verbal and written communication skills
- Financial knowledge
- Sound decision making abilities
- Customer orientation
- Tolerance of ambiguity
- Results orientation
- Training/Coaching/Mentoring
- Ability to develop others
- Strategic Thinking

*This job description is intended to convey the general nature and scope of the position and not to be construed as an exhaustive list of all responsibilities, duties and skills required. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.*

Cultura Solutions is a strategic retained recruiting partner headquartered in Minneapolis, MN. Thank you for considering this opportunity with our premier client, Renewal by Andersen. If you have any questions about RbA, this particular opportunity, or Cultura Solutions, please reach out to Michael Tebon (Principal Delivery Manager) at 952-288-3854 or [mtebon@cultura-solutions.com](mailto:mtebon@cultura-solutions.com)



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