

# StruXure PNW

## Sales Manager

JOB SPEC

### Overall Summary

The Sales Manager for StruXure PNW is responsible for building and leading our team of salespeople to drive revenue by meeting and exceeding monthly plans. Following and teaching the sales process, driving sales, being in the field, while meeting company goals and supervising the sales team. Follow the process, meeting planned goals and overseeing the activities and performances of your sales team by tracking sales goals, setting individual sales targets, and facilitating the ongoing training of your salespeople. Meet the company's ride along requirements and reporting. Motivationally building the sales team up by participation in various meetings with the reps. Availability to coach, mentor and train.

### Specific Duties Include (but are not limited to)

- Meet monthly plan goals
- Employee onboarding, training, firing western WA territory
- Ongoing training for western WA team
- Implement and maintain sales strategy
- Achieving growth and hitting all sales targets; RPA, Close Rates, Monthly Plan
- Weekly reporting to ownership
- Obsession to consistently moving metrics up
- Maintaining a 25% close ratio per your territory (Bonus dependent)
- Meeting monthly plans (Bonus dependent)
- Complete 3 ride a-longs weekly
- Reports on ride alongs submitted to management day of appointment
- Hold regular training meetings to re-educate your territory reps on product information
- Implement PIP's
- Underperforming sales staff terminations per company guidelines
- Manage Sales Reps Calendars and Time off Requests
- Work together with Inside Sales Center
- Oversee the company's sales process
- Tracking and analyzing sales statistics based on key quantitative metrics
- PIP workshops
- Mandatory, regular, One on One sessions with Reps
- Phone support for reps
- Motivate sales reps to perform above minimum standards
- Travel
- Continually training to the process
- Overseeing Seattle Design Consultants
- Making data-informed decisions to drive performance and resource allocation
- Setting sales quotas and goals
- Overseeing and directing performance of the sales team
- Set sales goals, compare performance to goals, and adjust goals as needed
- Assess current team processes and procedures, identify opportunities for improvement, and implement them. Getting sales reps back on track with the process
- Coach, mentor, and provide feedback to team members
- Foster a competitive yet collaborative team environment
- Assess individual performance through observation and measurement, and suggest corrective actions as needed
- Meet with company consultants on a regular basis to improve sales process, performance and coaching abilities.

- Instructing, demonstrating, observing and critiquing salespeople on how to handle leads, measure jobs, deliver product presentations, close deals and complete paperwork by approved company formats and strategies.
- Recruiting, selecting and maintaining sales reps within forecast. Replacing ineffective producers whenever necessary.
- Conducting a sales meeting every (Day and time) to discuss successes, strategy, competitive differentiation, selling skills and other stimulating agenda.
- Riding with each salesperson at least once monthly or newer and lower producing reps weekly or as appropriate to ensure compliance with recommended strategies and good work habits and to build trust and respect.
- Monitoring and analyzing sales performance metrics, and implementing corrective actions as needed to ensure targets are met
- Providing guidance, discipline and consequences to anyone exhibiting poor habits, poor attitude or unacceptable results
- Meeting with each salesperson in private every month to review performance and strategy.
- Meeting with each salesperson individually before each calendar fiscal year to set goals that will be reviewed monthly.
- Keeping track of all files of each salesperson, including:
  - o Disc assessments and Sales Aptitude Appraisals
  - o Discussions
  - o Reprimands
  - o Earnings
  - o Commitments

## Contact Information →

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