



## **Residential Sales Manager – Puget Sound**

Precision Countertops is the largest custom countertop manufacturer in the Pacific Northwest. With over twenty five years of experience manufacturing and installing countertops, we have thousands of satisfied customers. We are currently recruiting a **Residential Sales Manager** for the **Puget Sound** area. Our success lies in the people we hire. We are committed to providing a personal and rewarding experience for every employee in our organization by offering a positive work environment and career advancement by promoting from within. If you are an innovative, service oriented team player and meet the following requirements below, we want to talk to you.

*Please note: This is a senior role within our organization. Read carefully this entire job description and the requirements. Only qualified candidates please apply.*

### **Job Description:**

As the Sales Manager you will have responsibility for all residential sales and marketing within the Puget Sound division. You will organize, motivate and lead the sales team to achieve measurable direct goals. The Sales Manager is responsible for the combined performance of the team and for ensuring that everyone reaches or exceeds their targets. These targets will be developed with the Director of Sales and Marketing out of our corporate headquarters in Portland, OR.

### **Responsibilities include:**

1. Recruiting and training of sales staff
2. Supervising, mentoring and monitoring team performance
3. Building and maintaining relationships with key accounts
4. Working closely with operations team members
5. Setting budgets and forecasts
6. Maintain a detailed knowledge of the industry and the products we offer
7. Keep abreast of competition and market trends

### **Requirements:**

- Proven record of effective sales/operations management and driving strategic direction
- Proven ability to acquire and manage large accounts
- Excellent communication and presentation skills, both written and verbal
- Goal oriented, self-motivated and able to work within a team environment
- Confident, competitive and a tenacious attitude towards achieving goals
- Must be proficient with Excel, Outlook and Powerpoint

### **Relationships and Roles:**

Resolve and negotiate any key customer complaints regarding sales and service that get elevated beyond normal customer service management. This individual must be adept at handling challenges and difficult situations. A proven history of working with customers to find resolutions is essential.

Monitor and survey customer needs to determine focus of sales efforts. It is essential that the Sales Manager knows what the customer truly needs, sometimes better than the

customer do themselves. Working with clients to value engineer, reduce costs, offer new products and help them to develop their business is how we grow with existing clients.

Work with Director to determine price schedules, new products and appropriate margins. Each market has pricing sensitivities that are unique. Part of our success has been our ability to leverage our size, yet remain flexible to local market needs. The Sales Manager must have a common financial understanding of accounting such as profit and loss, inventory holding costs and return on investment.

You will be integral in developing a business plan and sales strategy for your market. This will be a collaborative effort, but your local knowledge will be essential. This plan will drive top line growth, while maintaining bottom line profit goals. Controlling expenses, such as compensation and marketing, must be in line with budgets agreed to.

**To be successful in this position you must:**

- Be able to recruit the best possible people for available positions and build a great team
- Be able to be humble, yet confident
- Be able to take accountability for mistakes, even when they are not your own
- Never be afraid of conflict or calling a customer, even when it is not good news
- Be able to jump into the middle of a situation, assess and create resolution, without hesitation
- Delegate authority and responsibility, allowing others to learn from their mistakes
- You must know your own strengths and weaknesses, and be open to constructive criticism
- You must be someone who is constantly seeking to improve yourself in knowledge and training
- You must set an example to the sales team in areas of personal character, commitment, organization and selling skills

Precision Countertops offers a competitive compensation and benefits package. Please visit our website at [www.precisioncountertops.com](http://www.precisioncountertops.com) to learn more about our company.

To be considered for this position, please submit resume and cover letter with salary requirements in Word or PDF format to **[careers@precisioncountertops.com](mailto:careers@precisioncountertops.com)**.

Precision Countertops is proud to be an Equal Opportunity Employer