

JOB #	2008
JOB TITLE	Sales Director – Construction Materials
JOB LOCATION	Vancouver, BC
SALARY	\$120K Year 1 target earnings
ABOUT THE COMPANY	The hiring company is an innovative, entrepreneurial leader in the home and commercial building and renovation space.
JOB DESCRIPTION	<p>Core Responsibilities:</p> <ul style="list-style-type: none"> • Develop and nurture a customer-focused culture for the sales department • Audit, make recommendations and implement new and revised sales strategies and initiatives and help design customer-focused best practices for all aspects of the business, including pricing, account management, order issue resolution • Establish targets and KPIs to ensure the team is optimized for achieving their goals • Develop a sales training program to drive adoption for learning and development across the customer support team • Lead cross-functional programs such as segment pricing by collaborating with other departments including Business Development, Cat/Man, Supply Chain, Finance and Product Management • Help to hire, train and develop a top notch sales team • Serve as a key contact for key customers • Lead regularly scheduled business planning and reviews such as monthly business reviews, annual operational planning, etc. - Work closely with the Marketing and Merchandising teams to develop sales procedure to support the full cycle sales process
CANDIDATE COMPETENCIES	<p>5+ years' experience leading customer facing teams in inside sales, customer support & post-order mgmt groups, with expertise in:</p> <ul style="list-style-type: none"> • leading sales process and sales methodology strategies • leading and delivering results with new customer acquisition • leading and delivering results with customer retention through account mgmt - growing and scaling a team <ul style="list-style-type: none"> • Experience managing remote teams is beneficial • Experience in construction industry products and services is beneficial • Ability to express your opinion and have healthy debates to deliver to the best strategy • Successful track record in hiring, coaching, developing, and retaining top salespeople • Excellent collaboration and negotiation skills working with and within CRM • Undergraduate degree is required, and an MBA is preferred • Excellent collaboration and negotiation skills • Excellent communication skills • Strong analytical, troubleshooting and problem-solving skills
CANDIDATE 'FIT'	<ul style="list-style-type: none"> • Passionate drive to deliver results and growth the business



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	<ul style="list-style-type: none">• An spirit that embraces uncertainty and challenges with enthusiasm• High levels of integrity and a commitment to do what you say you are going to do• Strong entrepreneurial spirit to be curious and challenge the status quo• High degree of empathy and the ability to see other's perspective <p>A 'customer-first' mentality</p>
HOW TO APPLY	<p>Please email your resume (cover letter optional) to info@philiprecruitment.com</p> <p><i>We thank all applicants for their interest, however, only those selected for an interview will be contacted.</i></p> <p><i>If this is not the right time or role for you, but you suspect it could be a great opportunity for a qualified candidate, feel free to forward this information to them and have them contact us directly.</i></p>