



Director of Sales – Vista, Ca

At Solatube International, Inc., we pride ourselves on manufacturing the world's #1 Tubular Daylighting Device. Our ability to accomplish this goal is based primarily on the people we hire. We look for adaptable, self-motivated, passionate, creative team players. If this sounds like you, why not bring your talents and skills to Solatube International? Visit our website at www.solatube.com

The Director of Sales manages support functions essential to sales force productivity. These include planning, reporting, quota setting and management, sales process optimization, sales job design, sales training, sales program implementation, sales compensation design and administration, and the selection of sales force talent.

Reporting to the President, the Director of Sales also works closely with internal and external staff to ensure the appropriate objectives and priorities are enabled within the sales organization supported. Coordinates sales forecasting, planning, and budgeting processes used within the sales organization. Proactively monitors and strives to maintain high levels of quality, accuracy, and process consistency in the sales organization's planning efforts. As needed, coordinates planning activities with other functions within the company.

- Accountable for accurate and on-time reporting essential for sales organization effectiveness
- Implements national sales programs by developing field sales action plans
- Maintains sales volume, product mix, and selling price by keeping current with supply and demand, changing trends, economic indicators, and competitors
- Fosters close, cooperative relationships with peer leaders, sales management, and sales and support personnel
- Coordinates training delivery to sales, sales management, and sales support personnel in the sales organization
- Work with Accounting, Finance, and Human Resources, to provide assistance with sales incentive compensation administration on an as-needed basis, or when required to arbitrate or clarify the application of sales compensation program policies and procedures
- Facilitates an organization of continuous process improvement
- Achievement of sales, profit, and strategic objectives for the business unit supported
- Works closely with sales management to inspect sales process quality and prioritize opportunities for improvement
- Proactively identifies opportunities for sales process improvement
- Assists sales management in understanding process and inconsistencies
- Monitors the accuracy and efficient distribution of sales reports and other intelligence essential to the sales organization
- Monitors the assigned sales organization's compliance with required standards
- Achievement of strategic objectives defined by company management
- Provide input to senior leadership in the development and administration of sales incentive compensation programs
- Recommends revisions to existing reports, or assists in the development of new reporting tools as needed

Requirements

- Bachelor's Degree in Business; MBA preferred
- 10 years sales or sales management experience in a business-to-business sales environment
- Demonstrated proficiency managing analytically rigorous initiatives
- Ability to manage multiple projects and prioritize deliverables in a demanding, fast paced environment
- Outstanding Communication, and Negotiation skills is a must
- Detail-oriented self-starter
- Exceptional interpersonal communication skills

* This position requires extensive travel

Benefits

- We offer growth potential for motivated professionals, great compensation, and full benefits including matching 401k, dental insurance, medical insurance, pre-tax accounts for health care, paid sick time, and paid company holidays.

* Solatube International, Inc. is an Equal Opportunity Employer. Employment contingent upon successful completion of background investigation. Drug-free work environment. Only candidates whose profiles closely match requirements will be contacted during this search.