

Director of Sales

Location: Millington, TN

Overview:

The Director Sales - will drive profitable growth of Hi-Speed Industrial Service (HI-Speed) providing market leading equipment, repair & maintenance services and parts to the electromechanical equipment (EASA) and overhead hoist & crane industries.

Company:

The company was founded in 1946 and has a rich history of providing industry leading service and support to customers. HI-Speed provides overhead crane sales and service, electric motor sales & service, 24x7 field support, predictive and preventative maintenance & testing services and maintains a critical parts inventory required to keep customers rolling around the clock.

The company was acquired by Mr. Ben Buffington in May 2011. Mr. Buffington serves as President & CEO of the company. During his tenure, Mr. Buffington has carried on the rich history of the company and the company has more than doubled sales while expanding the reach of the company throughout West Tennessee, Northern Mississippi, Arkansas and the region. The success of the company is result of a great team of employees dedicated to quality, service and culture.

Summary:

The Director of Sales must profitably incite sustained growth of the company, with weighted focus on service business growth while directing improvement in the company's distribution (parts) business and its overall marketing efforts.

The successful candidate will inherit a team that is in place and engaged with customers. The successful candidate must quickly assess the team, evaluate the territories, put together a strategic plan and learn the HI-Speed culture. This culture is best described as a family that works best when everyone works together to support the mutual success of the team. The Company seeks a professional who can support and develop its people.

Responsibilities:

- Manage the budget & forecasting process for the sales organization
- Process owner for reporting & analysis using daily operating metrics
- Coaching sales team on technical selling, territory management, pricing and negotiations

- Marketing leader responsible for brand, drip marketing, collateral development and all social media activities to include website design and functionality
- Provide training, direction and support to employees in their assigned job responsibilities
- Ensure employees maintain highest level of professionalism and competence
- Evaluate employee performance and provide appropriate feedback
- Maintain positive and results-oriented work environment for employees
- Develop business and marketing strategies to meet/exceed growth and profitability goals
- Lead annual budget preparation and support/contribute to 3-5 year strategic plan
- Will support and maintain established policies and procedures
- Lead team meeting(s) to discuss updates, issues and recommendations to drive results
- Maintain clarity and consistency in all business communications

Qualifications:

HI-Speed is a fast-paced, dynamic environment that appeals to a leader with strong execution skills and a passion for building and leading a results-oriented team. The successful candidate, will have the following skills:

- Bachelor's degree in engineering or business. MBA preferred
- 10 years of experience in sales and marketing (Product & service)
- 5 years of successful sales management experience (\$10+ million in annual sales) which includes both inside and outside sales
- Strong acumen in steel, paper and automotive industries leveraging proven experiences to quickly offer improved results
- Experience leading a CRM integration
- Background working in an EASA accredited organization.
- An established collaborative leadership style.
- Proven track record of leading business strategies with a specific focus in product sales into diverse sales channels.
- Expertise in leading-edge marketing trends, customer requirements, understanding competitive dynamics, and product sales across diverse channels.

- Proven track record balancing the conceptualization of strategic initiatives, product development, and commercialization to attain profitable growth quickly.
- Proven track record in leading, mentoring, and inspiring employees to succeed and innovate in a fast changing, highly competitive market
- Self-starter requiring little guidance working in complex environments where the need to scale has been important and executed with success

Personal Characteristics:

- Executive presence to build strong relationships both inside and outside the company
- High intellectual quotient coupled with proven team & organizational leadership skills
- Excited about being a player/coach, leveraging strong interpersonal skills to drive the execution of a strategy while leading by example at all times
- Possess an entrepreneurial spirit and humility to "roll up your sleeves" and work hard alongside the team to get the job done
- Thrives in a highly dynamic environment, possessing a strong sense of urgency around the business, customers, and team to always meet or exceed targeted results
- High self-awareness and drive to constantly self-develop themselves and others
- Compelling leadership style that includes exceptional people management skills, deep business acumen.
- High EQ that fosters building loyalty and trust in a truly collaborative environment across multiple functions and businesses
- Analytical acumen; a highly developed analytical mindset
- Willingness to build strong ties in the community
- Demonstrated involvement in the industry (EASA, CMAA, LEMUG, HMI, trade organizations, committees, etc.)
- Integrity beyond reproach
- Willing to travel up to 40-50% of the time across all territories, including overnight travel.

Compensation:

- Competitive compensation package to include base salary & incentive base compensation based on individual contribution, company performance and growth initiatives

- Excellent medical programs
- 401(K) with 6% matching
- Company Car

To Apply: <https://gohispeed.itnhire.com/jobs/1103138>