



**WEBCO HR, Inc.**

Let Experience be Your Guide

## **DIRECTOR OF SALES - SAN DIEGO, CALIFORNIA**

**WEBCO HR, Inc.** is seeking a Director of Sales for one of our clients located in San Diego, California.

### **SUMMARY:**

The Director of Sales is responsible for building and developing a high-performing Sales team within a defined territory in the region to drive revenue growth and to achieve region sales goals. They develop business plans to aggressively grow the territory. This position recruit's top talent, actively coach performance, and provides on-going learning and development opportunities to sales professionals.

### **RESPONSIBILITIES:**

- Analyze sales data intelligence to drive sales strategies within region.
- Communicate the company's sales vision, business plans, and organizational updates to the Sales team.
- Develop a strategic territory plan for reliably delivering financial growth and for expanding in the region.
- Assign sales territories to sales representatives, coordinates sales activities, quotas, and goals.
- Liaison with marketing and business intelligence functions to formulate regional sales strategy.
- Execute marketing plans to develop local referenceable customers and increase brand awareness.
- Accountable for delivering on strategy for attracting, developing and retaining the highest quality talent available in the marketplace, and succession planning.
- Manage the performance and professional development of sales team.
- Ensure Sales team alignment with the company's sales processes, practices, and policies.
- Analyze sales activity and results to direct individual performance and to provide input to senior management reporting. Analyzes and controls expenditures of region to conform to budgetary requirements.
- Represent the company in the community to enhance business relationships and to increase brand awareness. Ensure ethical business practices.
- Monitors and evaluates the activities and products of the competition.
- Champion, demonstrate, and uphold our core values: Customer Centric, Respect, Integrity, Teamwork, responsible, accountable, & winning.

### **REQUIREMENTS:**

- A Bachelor's degree and 5-7 years of related experience.

- Sales Process/Methodologies - Clearly understands the elements of a sales process, and implementation within the company.
- Planning / Organizing - Prioritizes and plans work activities; uses time efficiently; plans for additional resources; sets goals and objectives.
- Problem Solving - Identifies and resolves problems efficiently; gathers and analyzes information; develops solutions; uses reason, with a bias to execute quickly.
- Written and Oral Communication – Communicates clearly and persuasively both in writing and verbally; listens and seeks clarification when necessary; Responds informatively to questions; expresses self clearly and positively, both verbally and in writing.
- Customer Service - Manages difficult or emotional client situations; responds promptly to customer needs; solicits client feedback to improve service; meets commitments.
- Project Management - Develops project plans; coordinates projects; communicates changes and progress; completes projects on time and budget; manages project team activities.
- Quality - Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality; applies feedback to improve performance; monitors own work to ensure quality.
- Adaptability - Evolves to meet changes in the work environment; manages competing demands; handles change, delays, or unexpected events.
- Team Player – Serves as key player and operates well within the organization; consistently provide strength-based feedback to team members; key contributor to a high-functioning team that is successful and positive; helps maintain the upbeat and motivational nature of our culture.
- Other required skills: Meeting Sales Goals, Motivation for Sales, Territory Management, Presentation Skills, Performance Management, Building Relationships, Emphasizing Excellence, Negotiation, Results Driven, Sales Planning, Managing Profitability

#### **COMPENSATION:**

- Base Salary
- Full Benefits

#### **COMPANY:**

You may not notice our client's company, but we are always there - at construction sites, industrial facilities and live events all across America. They take pride in providing essential services like portable restrooms, portable sinks, temporary fences and more for customers across 25 states. Join a company that makes a difference in communities across the country while providing for yourself and your family.

**WEBCO HR, Inc.** is an Equal Opportunity Employer

**[APPLY](#)**