

Position Title: New England Regional Manager	Department: Sales	Reports To: VP of Sales & Marketing
Level: High-Level	FLSA Status: Salary-Exempt	Supervisory Requirements: Yes
Position Summary: The Regional Manager is responsible for all aspects of the Sales Department, driving growth, customer success, and strategic execution. This role works closely with the VP of Sales & Marketing, to set sales objectives, provide team leadership, and ensure customer expectations and company goals are consistently achieved.		
Essential Functions: • Manages a team of territory salespeople across the New England Region. • Maintain covered and uncovered territory customers • Provide new and existing customers quick resolution to any problems that arise for both manufacturing and distribution. • Manage weekly or bi-weekly team meetings with direct reports as well as assisting them on a day-to-day basis, providing support and information when needed. • Provide continual coaching, counseling and, when necessary, discipline by monitoring and appraising sales personnel results for direct reports. • Continually build vendor relations. • Coordinate and administer training for direct reports. • Assist in overall product management • Assist/manage Sales Planning process for Region/Quarterly Management Meetings • Assemble, assist/train, and retain the best outside & inside sales team • Manage product lines as well as Strategic Territory Evaluation of Competitors (SWOT) • Select and Participate in Selected Trade Shows (Coordinated by marketing) • Analyze opportunities in each territory and advise on or participate in how best to close opportunities. • Travel regularly with each regional sales team member.		
Knowledge & Skills: • Leadership • Strategic Thinking • Sales Planning • Negotiation • Problem Solving • Building relationships • Coaching • Managing and Improving Processes • Market Knowledge • Developing Budgets • Presentation Skills • Excellent Written and Verbal Communication • Team-Oriented • Succession Planning and Staff Development • Multi-tasking • Prioritizing • Self-Directed		
Minimum Qualifications: • Minimum of a Bachelor's Degree from an accredited institution. • 3-5 years of experience in equipment sales • 2 years of experience in managing a direct sales force • Process Equipment experience (pumps/instrumentation/systems). • Preferably completed a formal sales process training program • Familiar with Microsoft packages (Outlook, Word, Excel, PowerPoint, etc.) • Familiar with CRM & ERP use		
Physical Requirements: • Must be able to lift 10 lbs. unaided • Must be able to sit for long periods of time • Must be able to type, bend and reach • Must be able to drive long distances		

- Must be able to travel at least 60% of the time

Environment:

- Typical professional, office setting. Must be able to work from home.
- Exposure to industrial conditions when visiting customers and touring their facilities.
- Must be able to handle varying levels of stress.
- Routinely use standard office equipment such as computers, phones, copiers, printers, fax machines etc.

All duties and responsibilities are essential job functions and requirements of this position. These are subject to possible modifications to reasonably accommodate individuals with disabilities. To perform this job successfully, the team member(s) will possess the skills, aptitudes and abilities to perform each duty proficiently. The requirements listed in this document are the minimum levels of knowledge, skill and abilities for this position. This in no way states or implies that these are the only job duties to be performed by the team member(s). Team member(s) will be required to follow any other job-related assignments, instructions and duties instructed by authorized personnel.

Employee Signature: _____

Employee Name (Printed) _____ Date _____

Manager Signature: _____

Manager Name _____ Date _____