

Job Title: Telecom Sales Manager/Director

Reports to: CEO

Duties and Responsibilities:

- Determines the markets and sectors for the Telecom products/services and positions the Company to win in those markets
- Defines and creates business and budgets plans for the Telecom products/services.
- Segments North America into specific sales/service regions and creates structure.
- Manages a team of sales in defined regions/markets. Sets budgets and Key Performance Indicators (KPI) for each member of team and drives performance to those KPIs.
- Continually trains sales team on product, service and market knowledge
- Provides direction to the sales team in relationship to customer targets
- Provides feedback to sales team as it relates to performance
- Sets accountability measures and holds team accountable
- Motivates team to reach goals
- Organizes and implements annual, quarterly, and monthly budget for the Telecom group
- Provides Leadership and Mentoring to team members as needed
- Manages all functions of sales team as it relates performance and direction
- Provides market information such as price, competition, lead-time, etc.
- Continually evaluates team performance to determine if team is meeting goals and commitments
- Participates in the hiring and termination of team members
- Provide coaching as necessary to help team members be successful.
- Is a technical resource to team members
- Travels with team members from time to time to learn their approaches to sales and to provide direction to improve
- Provide management reports as required by CEO and CFO.
- Provides Strategic Sales Planning
- Determines products offering and mix to the markets
- Outlines the marketing collateral needed and the marketing exhibits to attend for reaching defined goals.
- Is responsible for creating new business and sales growth
- Responsible for the overall margin for the Telecom sector and the team.
- Creates a culture of success and ongoing business and goal achievement
- Works with HR and CEO in defining sales staff compensation and incentive programs.
- Provides general management of team members such as expense budget establish, expense review, sales planning and approval, sales activity monitoring and forecasting.
- Provides updates of sales performance matrix to management and team members
- Manage customer expectations.
- Makes and develops contracts with Telecom clients and strategic partners.
- Contract Negotiation and Management with new and existing customer base.
- Provide sales documentation, pricing and training for end customers.

- Create effective sales tools for performance monitoring and tracking.
- Various other tasks as required to support customer base.
- Directly Supervises the Telecom Sales Team. Responsibilities include training, goal planning, appraising performance, problem resolution, discipline, and other administrative supervisory responsibilities as defined by the company.
- Serve as liaison between Telecom Sales Team and other Department Heads
- Develops strategies to achieve organizational goals.
- Others as defined by CEO

Qualifications:

- Bachelor's degree in Business or Engineering related field preferred.
- 10+ years of sales and marketing experience.
- In depth knowledge and understanding of UPS, Chargers, Inverters, Converter technology and associated equipment
- Strong written, verbal and interpersonal communication skills.
- Proven leadership and business acumen skills.
- Well-developed negotiation, project and account management skills.
- Demonstrated ability to make successful presentations to individuals and/or groups at all levels of an organization.
- Ability to maximize resources to accomplish key metrics
- Supervisory experience or demonstrated willingness, desire and ability to supervise with aptitude for coaching, mentoring, training and developing teammate performance.
- Ability to travel up to 50% domestic and international.

The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or physical requirements. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.