

Job Title: Regional Sales Manager
Department: Sales and Marketing
Supervisor: Vice President of Sales and Marketing

Key Responsibilities:

- **Outside/Enterprise Sales:** Supports Mid-market and Enterprise sales leads within designated geographic territory region and manages sales process (needs assessment, proposal and close) for mid-size, large and enterprise accounts. Assist Client Relations with pricing and proposals as required for current client growth.
- **Sales Mentoring/Leadership:** Provides mentoring support to other Regional Sales Managers and/or Sales Development Specialists as assigned. Assists in preparing and executes an annual sales development plan for assigned territory. Provides field support, guidance and leadership within the sales team as appropriate. Actively works to ensure overall team success. Actively participates and takes a leadership role in Level 10 sales meetings and initiatives as appropriate.
- **Trade Show Support:** Aids in representing AccuSource sales at trade shows and events for the purpose of lead generation and relationship building. Provides on-site leadership and team supervision as appropriate.
- **Business Development:** Develop and qualify leads, phone prospecting, setting up appointments, preparing and presenting sales proposals, closing deals. Actively and aggressively prospects for new customers by generating new leads; turns potential leads into sales results. Develops a database of qualified leads through referrals, telephone canvassing, face to face cold calling on business owners, direct mail, email, and networking. Participates in sales processes and functions to include proposals, trade shows, networking, presentations, meetings, etc. Consistently achieves proven and sustained sales results.
- **Client Account Management:** Actively identifies customer needs and ensures profitable solution-based selling to increase revenues and create value added customer relationships. Transitions new business from sales to account management in effective, efficient manner. Ensures smooth, seamless on boarding of new customers or customer processes. Effectively manages customer relationships that ensure continued contract renewals. Works with account management; identifies, and follows all customer complaints, concerns or issues through to successful resolution. Aids sales team members in client issue resolution as needed.
- **General:** Completes assigned sales reports and related tasks in an accurate and timely manner. Sets high expectations for goals and performance measures for meeting/exceeding individual assigned goals. Effectively communicates at all organizational levels. Maintains accurate records of all sales and prospecting activities including sales calls, presentations, closed sales, and follow-up activities in CRM (Salesforce). Demonstrates technical selling skills and product knowledge in all areas that allows effective web-based presentation of our online system. Complete understanding of pricing and proposal models. Adheres to all company policies, procedures and business ethics codes and ensures that they are communicated and implemented within the team. Maintain professional internal and external relationships that meet company core values. Protect Company proprietary and confidential information in accordance with Company confidentiality policy and corporate information security policies and procedures. Other duties as assigned.

Qualifications/Requirements:

- Minimum 3-5 years of relevant experience in a B2B outside sales role where annual contract revenue commonly exceeded \$100,000, preferably in employment screening, HR services or technology industries
- Bachelor level or higher college degree is preferred, not required
- Proven and sustained sales track record.
- Strong organizational skills
- Exceptional presentation skills, written and verbal skills and equal strong listening skills.
- Excellent interpersonal skills to understand the operational/client need and ability to communicate proposed solutions. Excellent negotiation skill to secure and close deals.
- Possesses sufficient industry and technical knowledge to communicate effectively with a variety of industry groups. Strong understanding of customer and market dynamics and requirements.
- A strong customer focus; commitment to delivering quality solutions and maintaining effective customer relationships. High drive for both internal and external client satisfaction.
- Motivation necessary for achieving or surpassing objectives; passion for improving delivery of services with a commitment to continuous improvement. Self-starter/self-motivated; driven to exceed established goals.
- Ability and willingness to develop new skills sets required to effectively support continued Sales functions, including mastering of relevant processes and software. Continued proficiency in all Microsoft Office programs.
- Ability to function independently, solve problems and contribute as an effective team member.
- Ability to maintain confidentiality of sensitive information.
- Ability to work under tight deadlines and multi-task.
- Ability to travel as required.

Benefits Include:

- Work with a great team of likeminded thinkers who are driven to deliver for our customers
- Medical, dental, vision and life insurance available
- 401(k) Plan
- Paid holidays, sick time and accrued paid time off (PTO)