

Position Description

Regional Sales Manager

Date: February 2024

Classification: Exempt

Reports To: Sales/Marketing Director

Position Purpose: The Regional Sales Manager is responsible for the management of an assigned sales territory. Includes the cultivation and development of new customers to maximize sales opportunities for the company.

Organization Relationships: This position reports to the Sales/Marketing Director and will interact on a regular basis with sales, marketing, management, and production staff. This position works cooperatively with other organization staff.

Principal Accountabilities/Essential Functions:

- Responsible for the growth and development of supervision of sales growth and development and achievement.
- Develop and maintain a budget, performance analysis, and sales development while cultivating and nurturing relationships that support organizational goals.
- Consistently achieve targets for profitable sales volumes and strategic objectives in assigned partner accounts.
- Proactively assesses, clarifies, and validates partner needs on an ongoing basis resulting in continued retention and sales profitability.
- Manages potential channel conflict by fostering excellent communication internally and externally, and through strict adherence to channel rules of engagement.
- Prepare quotations and correspondence for distributors and customers. Work with internal sales, engineering and operations to develop quotations and respond to customer inquiries
- Develop sales plans including new customer targets and new product sales with Sales Management.
- Provide input to the engineering and pricing teams on new product development projects and competitive price levels. Recommend pricing adjustments on existing business.
- Responsible for the development and oversight of product planning and execution throughout the product lifecycle process.
- Research, analyze, and share information on product and customer requirements with responsibility for identifying product vision.
- Actively collaborate with engineering, sales, marketing, and operation teams ensuring revenue and customer satisfaction goals are achieved.
- Develop sale targets for new product programs based on knowledge and experience in the industry.
- Evaluate sales and margin trends for products and product families. Make recommendations for product roadmaps using this analysis.

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- Complete technical, catalog, and product projects as assigned.
- Conduct training for distributor personnel in company products and policies.
- Attendance is an essential function of this position.
- Performing all other duties as assigned.

Qualifications:

To perform this job successfully an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to pass a Criminal Background Check {if applicable per company policy}
- Current driver's license along with a good driving record and valid insurance, if applicable

Education and Experience:

- Bachelor's degree in Business Management or Engineering
- Associate of Arts or Technical degree in a related field and five years of related experience may be substituted
- Minimum of three years prior sales experience having come from the OEM and distribution channel areas.
- Current working experience in fluid power systems

Language Skills:

- Clear and concise written, verbal, and interpersonal communication skills that produce desired results.
- Ability to effectively present information and respond to questions from internal and external customers which includes program staff, managers, clients, regulatory agencies, and vendors.
- Capable of reading and interpreting information, such as reports, general correspondence, and government regulations, with the ability to share with others as needed.
- Ability to use a personal computer and standard business and other work-related software with minimal instruction.

Mathematical Ability:

- Ability to add, subtract, multiply, and divide into all units of measure, using whole numbers, fractions and decimals.

Mental Essential Functions and Reasoning Ability

- Proven active listening, decision-making, and customer service abilities.
- Intermediate analytical, research, deductive reasoning, and decision-making abilities.
- Ability to work and prioritize independently with the capacity to collaborate with others.
- Strong time and organizational abilities with the ability to seek assistance in a professional manner.

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- Manage multiple projects simultaneously with minimal supervision while maintaining attention to detail.
- Capable of demonstrating an understanding of and being sensitive to serving a culturally diverse population.
- Demonstrated ability to learn and apply newly acquired skills, knowledge, and feedback.
- Ability to maintain confidentiality and comply with professional ethics and standards.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- While performing these duties the person is regularly required to walk, stand, bend, climb stairs, kneel, or crouch and successfully demonstrate the ability to write and use a computer, operate electronic devices, and operate a variety of hand and power tools.
- Employees in this position may need to regularly lift at least 25 lbs. and up to 80 pounds occasionally and may need to exert themselves while performing the above-mentioned duties.
- Perform a variety of physical labor including climbing ladders, bending, kneeling, reaching and standing for long periods of time. Also includes being able to lift boxes, tools, equipment and materials.
- Ability to drive a car and travel to worksites. Employees will be reimbursed mileage according to the corporate reimbursement schedule if using a personal vehicle.
- Reasonable accommodations will be made as needed to assure staff is safe. Assistance will be provided if the employee is unable to complete a task.

I acknowledge that I have received a copy of the above position description and have reviewed and understood it.

Staff Signature

Date

Staff Printed Name

Date

Supervisor Signature

Date