***REPORTING RELATIONSHIP & FUNCTIONAL ROLE***

This person reports administratively and functionally to the Vice President of Sales & Marketing. The purpose of this position is to build from the ground up a highly productive, successful, outside salesman. This development program will begin with inside sales training, to hands-on technical training, to an intern/apprenticeship program shadowing a senior outside salesman, to ultimately assuming your own distinct territory.

This position will place you as the front-line support system for our customers, and in many ways, the face of the company. This is a fast-paced and dynamic seat requiring you to solve customer issues, source efficiently, and become a technical expert in fluid power systems and the products we represent. This is a solutions-based position for driven people with a strong inclination for math.

***REQUIREMENTS & CONDITIONS***

* ***Education:*** H.S. Diploma required
* ***Experience:*** 3+ years fluid power sales or distribution, Mechanical or Fluid Power certification preferred. Must be strong in math with an innate ability to learn.
* ***Skills, Knowledge, Abilities:*** Knowledge of mechanical and electrical design concepts, Knowledge of our core product lines, The successful candidate will be able to organize and execute multiple customer workloads concurrently and will utilize and manage outside resources to aid serving our customers, Hydraulic Certification a plus, Required to pass the IFPS CFHS exam before assuming territory.
* ***Character Traits:*** 
  + Team oriented and spirited
  + Dependable
  + Integrity
  + Flexible
  + “Can-do” attitude
* ***Physical Requirements:*** Long hours sitting and using office equipment and computers. Some light lifting of supplies and materials from time to time may be required.
* ***Working Conditions/Environment:*** A busy office environment. A number of projects may be managed at one time with frequent interruptions to meet the needs and requests of internal personnel and customers.

***RESPONSIBILITIES AND JOB DUTIES***

***Responsibilities:***

* Assess customer needs: Compile information from the customer. Evaluate and determine what the customer wants and ultimately needs. Assess system performance and identify areas for improvement/enhancement. Present products to customers.
* Specify products/Design solutions: Work towards a solution to customer issue(s). Make product selections, suggestions, and recommendations. Evaluate the design parameters for the component or system and offer suggestions that fit within customer’s guidelines.
* Promote technical sales: Encourage the sale of power units, systems, and technical applications by capitalizing on opportunities as they present themselves interacting with customers.
* Manage products and supplier relationships: Support specific product lines for given areas of primary responsibility.
* Protect the company’s Intellectual Property (IP): All external correspondences must be truthful in nature but must also protect the company’s IP and profit from be poached by others.

***Duties:***

* Maintain expert level of product knowledge and applications.
* Articulate technology and product advantages.
* Listen, understand, and offer solutions to customer requirements.
* Perform technical/ product training for salespeople, estimators, and engineers at targeted accounts.
* Work with the Inventory Control Specialist and other counterparts to understand how to effectively use stocked inventory to meet customer needs, including conversions and or alternatives.
* Field customer issues and process for resolution
* Identify leads for outside sales and marketing.

***Additional Duties:***

* Work for and assist the Engineering Department with work overload as a back-up sourcing or pricing for BOM’s
* Resolve customer issues or difficulties in a manner that is consistent with the company mission, values, and financial objectives.
* Maintain professional business relationships within target accounts.
* Provide status of ongoing projects and future projects.
* Identify customer's needs and sales opportunities to help future growth

***Administrative/General:***

* Assist in development, review, and maintenance of processes, procedures, and guidelines.
* Report and communicate with Outside and Inside Sales Managers/Supervisors pertinent information regarding Customer information and status.
* Create and archive BOM’s and project documents in accordance with ISO and CFI standards.

Reviewed and Accepted by:

Employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Manager: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_