



Residential Sales Manager - Arizona

Position Description and Responsibilities

Position Summary:

Responsible for the development and day-to-day activities of all retrofit market sales activities in the State of Arizona. Staffs and directs the sales team and provides leadership towards the achievement of maximum profitability and sales growth in line with company vision and values. Contributes to the development of training and educational programs for Solutions Associates. Contributes to marketing initiatives to increase lead opportunities for Solutions Associates.

Primary Position Responsibilities:

- I. Coaching sales people
 - Must be able to develop an ongoing personal development program for the sales people.
 - Must provide ongoing coaching, advice, support, motivation or information to assist the team in meeting their sales objectives.
 - Must be able to recognize that not all players learn at the same rate or in the same way.
 - Must be able to effectively conduct curbside coaching and participate in ride-along sales calls.
- II. Manage sales department
 - Making every effort to maximize both present and long term sales and objectives.
 - Keeping face-to-face contact with your sales people and you must stay current on financial data and understand how sales impact other facets of the organization.
 - Drive accountability around specific sales related activities.
- III. Set objectives
 - Plan, organize, and accurately forecast monthly sales and activity targets.
 - Develop a quarterly, written plan of action on how sales objectives will be achieved.
 - Submit weekly and monthly sales reports on a timely basis.
 - Monitor each salesperson's daily performance and measure against objective.
 - Understand key financial data to determine necessary adjustment in sales activities.
- IV. Supervise the sales floor
 - Schedule staff for phone shifts, live chat, events, etc.
 - Ensure sales operations functions align with education/consultative based selling.
- V. Develop sales force



- Recruit, hire and train new sales team members.
 - Develop a highly skilled, professional sales organization that is process driven.
 - Attend monthly marketing meetings for updates on lead generation activities.
- VI. Assist sales team in the selling operation.
- Assist your salespeople in selling by stimulating activity.
 - Create environment where team wants to perform well.
 - Assist in the selling process whenever needed.
- VII. Handle complaints from customers.
- Constructively handle (or supervise the handling of) all customer complaints related to the sales process.
- VIII. Conduct sales meetings
- Prepare in advance and conduct regular sales meetings.
 - Review the performance of sales team and motivate them and stimulate them to even greater achievements.
 - Create educational content that develops team on a consistent basis.
- IX. Maintain a self development program
- Constantly strive toward continuing professional growth.
 - Work to improve own sales skills, managerial skills, business skills and product knowledge.

Job specifications:

- 5 years in sales management
- Experience with Salesforce or similar CRM
- Proven leadership and ability to lead sales team
- Passionate about the role
- Able to inspire team by communicating the vision
- Forward-thinker with focus on obtaining objectives
- Lifetime learner
- Self motivated
- Strong desire to win
- Highly accountable



Benefits:

- \$45,000 base salary plus commission plus incentive bonuses, as defined in compensation plan
- Vacation/Sick time
- Health insurance benefits
- 401K

Physical Qualifications:

Long stretches of time sitting using a computer, extended periods of time reading a computer screen, repetitive motion for data entry (typing/clicking). Ability to sit or stand for extended periods of time listening to speakers. Ability to drive / fly to various locations for meetings.

Disclaimer: The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be construed as an exhaustive list of responsibilities, duties and skills required of individuals in this position.