

Sales Director

Samsung HVAC is headquartered in Roanoke, Texas, with offices in California and Pennsylvania. Samsung HVAC imports and manages equipment sales to HVACR wholesale distributors, manufacturer representatives and plan and specification representatives throughout Canada and the USA. Samsung HVAC provides distributors and representatives a wide range of related products from a single source, becoming a value-added supplier to over thirteen hundred distributor locations across North America. Samsung HVAC also leads the way in product availability, hands-on technical training (recognized by national certification agencies) and competitive sales programs.

Samsung HVAC is a wholly owned subsidiary of Samsung Electronics America.

Position Summary:

This position will be responsible for providing strategic direction for systems, projects, and programs in the areas of HVAC Residential and Commercial sales and marketing. Assist with existing HVAC Dealer and Distributor growth and development, and recruitment of new HVAC distribution. Establish strategies for short and long-term initiatives to increase sales dollars and market share. This position provides supervisory leadership to a Regional Sales Team and reports and performs all duties within Samsung HVAC's Policies and Ethical standards.

Essential Duties and Responsibilities include the following:

Other duties may be assigned

In this position, either directly or through others, the incumbent will:

- Conduct face to-face meetings with customers, new dealers, and sales team to promote company products and services including building relationships internally and externally
- Travel and work trade shows, open houses, and other promotions as needed
- Liaison between Distributor and Samsung HVAC, communicating with departments to ensure concerns and problems are solved immediately and exceeding customer expectations. Conduct distributor visits as required
- Assist in planning, forecasting and reporting to Samsung HVAC Senior Leaders
- Work with Distributor principals in establishing criteria and potential locations for expansion
- Select, train, supervise and evaluate Regional Sales Managers, Regional Technical Services Managers and Sales Engineers
- Assign and manage accounts through the entire region

- Responsible for actively working with Regional Sales Managers on developing, maintaining and adjusting sales plans, target accounts, key projects and Distributor planning including joint calls
- Ensure that Samsung HVAC 's internal tracking systems are kept up-to-date
- Develop, implement, track, and report on regional sales growth plan based on programs, target account opportunities, project tracking and distribution planning
- Manage pricing including understanding the pricing dynamics in the assigned market. Collect competitive price sheets on a continual basis to ensure we are well priced in the marketplace
- Track distributor calls and issues and record in Samsung HVAC 's internal system

Background/Experience:

To qualify for this position, the following minimal background and skill levels are required:

The Sales Director is a highly-motivated business leader who has an exceptionally strong aptitude for Sales, Marketing and Operational efficiency.

The primary qualifications are:

- Bachelor's degree required - advanced degree in business or related field preferred
- Minimum of 10 years' sales experience – HVAC industry preferred
- Proficient sales skills with broad knowledge of sales forecasting and sales call planning
- Familiarity with different sales cycles and styles that occur between the company and the distributor, the distributor and the dealer and the dealer and the consumer
- Excellent oral and written communication skills
- Leadership skills – ability to provide clear, credible vision and strategy; inspires others to follow
- Judgment/decision making skills – analytic and decisive decision maker with the ability to prioritize and communicate objectives and tactics necessary to achieve organizational goals
- Relationship building – ability to establish and maintain excellent relationships in a highly matrixed environment
- Staff development – ability to develop, manage, mentor and motivate staff. Ensure staff receives adequate training to maintain their level of competency
- Compliance – ability to ensure compliance with all internal and external management and regulatory controls
- Communication – excellent oral and written communication, persuasion, diplomatic and interpersonal skills
- Effective management skills – ability to successfully integrate agile methodologies into existing methodologies

Necessary Skills/Attributes:

For this position the following skills and abilities must be demonstrated at a proficient level:

- Develop and maintain excellent working relationships with all appropriate levels within and outside the company
- Must have exceptional organizational management skills with the ability to coach
- Must be able to successfully implement company-wide initiatives and strategies
- Must be able to demonstrate superior management skills, with the ability to influence and engage direct and indirect reports and peers
- Must have successful history of working collaboratively across sectors and the ability to work productively as either a leader or team member to that we can reach our shared objectives
- Must be an analytic and decisive decision maker with the ability to prioritize and communicate to staff key objectives and tactics necessary to achieve organizational goals
- Must be able to work with competing demands, be flexible in an environment of changing requirements, and be capable of establishing and achieving specific objectives
- Must be flexible and able to multi-task, working within an ambiguous, fast-moving environment, while also driving toward clarity and solutions
- Must be able to demonstrate resourcefulness in setting priorities and guiding investment in people and systems. Must be capable of analyzing staffing needs and making personnel changes when required
- Must be able to mentor and develop staff using a supportive and collaborative approach: assign accountabilities, set objectives, establish priorities, and monitor and evaluate results
- Must have strong written and verbal communication skills. Must be able to communicate effectively with internal staff, medical personnel, business executives and community leaders and to make effective formal presentations to these groups
- Must have excellent judgment and creative problem solving skills including negotiation and conflict resolution skills, and be able to exercise tact and diplomacy in organizational settings
- Must be computer proficient - particularly in Microsoft Office including Word, Excel and PowerPoint

Physical/Mental Demands and Working Conditions:

The position requires the ability to perform the essential duties and responsibilities in the following environment:

- Operate a computer keyboard, telephone and view a video display terminal more than 90% of work time
- Visual acuity, color distinction, and numeric and character detail distinction for the analysis and preparation of statistical reports and information

- Lift, move, or adjust general office equipment, boxes, or materials weighing up to 25 pounds using proper material handling equipment and procedures
 - Occasionally work additional hours beyond normal schedule
 - Ability to travel as needed both (Domestic and International)
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