

TITLE: Director, National Sales

DEPARTMENT: Sales

REPORTS TO: Vice President, Sales & Customer Experience

BENEFITS: Medical, dental, vision, life insurance, short and long term disability insurance, paid time off package, 401k with company contribution, FSA or HSA options, educational assistance, dependent scholarship program, onsite fitness center, and much more!

General Responsibilities:

The Director of Sales is responsible for managing a Sales Team comprised of Sales Reps, Product Sales Managers, Sales Channel Managers, and Technical Sales Support Reps. This leadership role directs the sales efforts of Gorbel® industrial products in North America, and designs & implements sales initiatives to achieve satisfactory profit ratios and market share. Develops sales policies, plans and practices to accomplish business objectives. Key participating member of Gorbel®'s leadership team. This position is based at our corporate headquarters in Victor, NY.

Specific Duties:

- Provide leadership to motivate, and support efforts of dealers and sales staff to accomplish performance objectives
- Develop, manage, and adhere to sales operating budgets, and establish sales policies
- Lead and support the hiring, onboarding and training of Sales employees, to achieve goals. Maintain required staffing levels, evaluate dealers & sales staff performance
- Direct sales training efforts and provides sales information to dealers and sales staff to insure sales effectiveness, in collaboration with the Product Training Curriculum Specialist
- Interface with end users to assist in accomplishing sales goals, spur dealer activity, and/or protect company image
- Recommend pricing and promotional strategies to Marketing
- Represent the company at trade shows
- Establish and maintain relationships with industry influencers and key strategic partners
- Report on competitive field activity, market opportunities and suggests methods and programs to increase sales and expand the market
- Participate in strategic planning, business development, and general company management as a member of the Gorbel® management team
- Build trust and establish credibility at all levels within the company
- Provide transformational leadership, using Vital Conversations and expectations of a Gorbel® leader. Fully role model Gorbel® behaviors, supervise and coach others to do the same
- Actively demonstrate the ability to constructively coach others and be receptive to being coached
- Manage and coach all elements of the Gorbel® Performance Management System within the Sales Team to ensure goal setting and alignment while carrying out the mid-year and year-end performance review process
- Develop, maintain and regularly review relevant metrics for the Sales Team that drive the appropriate behavior leading to short/long term gains in sales and market share
- Participate as an active member of the Directors Team, shaping actions that will lead to improved metrics for the entire organization
- Participate and present at Dealer Council, Dealer Training, Rep Meetings, Dealer Breakfasts and Sales & Operations Planning events
- Develop and maintain an environment that supports trust, teamwork, collaboration and empowerment/engagement of employees to provide an environment of continuous improvement
- Utilize lean tools to support continuous improvement activity within the department (A3, VSM, 6S, Kaizen, etc.)
- Actively participate in the company annual strategic planning process
- Develop & maintain standardized processes to ensure all customer inquiries are handled in an accurate and timely manner

- Maintain in-depth working knowledge of the company's brands, systems, processes and products
- Lead Sales and other business initiatives in support of Gorbel®'s strategic business plan. Have the ability to lead and manage a Strategic Imperative for the company in any functional area
- Carryout active discussion and relationship building with customers
- Other duties as necessary

Job Qualifications:

- Ability to balance and advance customer, employee and organizational needs
- Excellent data analytical skills with a proficiency to summarize and communicate findings
- Experience leading organizational change management initiatives
- Ability to assess improvement opportunities and develop strategies to implement improvements
- Excellent communication (written & verbal) and interpersonal skills
- Exceptional proven leadership skills in a technical environment
- Demonstrate personal leadership and coaching skills at all times
- Experience with Customer Relationship Management (CRM) software
- Must have a high mechanical - technical aptitude and/or experience
- Proficiency in Microsoft Office Suite products
- Personal characteristics are equally important to experience and knowledge. Critical personal characteristics include:
 - High self-awareness and emotional maturity, low ego
 - High level of integrity and trustworthiness
 - High customer and quality focus
 - Continuous improvement mindset
 - Optimism
 - Willingness and comfort with giving and receiving feedback
 - Excellent listening skills
 - High action orientation
- Bachelor's Degree in Business, Marketing, or related field with a minimum of 10 years in sales
- Ability to travel domestically, up to 25% of the time
- At least five years of sales management experience preferred

Work Environment:

ADA Physical/Mental/Workplace Requirements

- Occasional lifting up to 25 lbs.
- Sitting, working at desk/personal computer for extended periods of time
- Primary work environment is professional corporate office

To apply for this position, please complete an [employment application](#) and send to careers@gorbel.com.

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