

TITLE: Sales Channel Manager

DEPARTMENT: Sales

REPORTS TO: Director, National Sales

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:

Manages the sales activities and multiple regional sales representatives of the sales organization within a territory/region of North America. Develops sales plans, strategies, objectives, and work procedures in accordance with broad corporate marketing objectives. Develops and maintains relationships with distributors and customers in the region. Directs the objectives for the factory and field sales/independent representatives.

Specific Duties:

- Provides leadership to motivate, and support efforts of dealers and sales staff to accomplish performance objectives
- Contributes to and implements strategic sales plans to accommodate corporate sales goals
- Directs sales forecasting activities and sets performance goals accordingly for the region
- Analyzes previous sales, trends and results to validate the effectiveness of sales programs and strategies and reports this back to sales and company leadership
- Manages, hires, trains and mentors direct reports (factory representatives and independent representatives)
- Travels with Regional Managers to observe, educate, and evaluate performance; meets with key clients, assisting Regional Managers with maintaining relationships, training distributors and negotiating and closing sales
- Assist to define and refine the organization's go-to-market strategy
- Develops, in conjunction with Regional Managers, winning sales strategies during competitive situations, and plans to counter/eliminate competitive pressures
- Manages and maintains the accuracy and consistent flow of information, execution of procedures and overall performance to develop and control the sales program; plans, monitors and evaluates results
- Directs channel development activity and coordinates sales distribution by establishing sales territories; quotas and goals for the region
- Motivates high performing dealers/distributors; analyzes sales statistics to formulate policy and assist dealers in promoting sales; advise dealers/distributors concerning sales and advertising techniques; works with distributors to handle leads; directly handles urgent/serious issues with dealers
- Serves as local interface with distributors; represents Gorbels with end users
- Attends and helps teach factory training schools (8-10/year) and national sales meetings (2/year)
- Represents Gorbels at trade shows and industry seminars
- Communicates voice of customer feedback to the company
- Evaluates and maintains margins when dealing with relationship selling situations
- Carries out active discussion and relationship building with customers
- Contributes to continuous improvement activities to drive quality of our products and services
- Other duties as necessary

Job Qualifications:

- Ability to balance and advance customer and organizational needs
- Excellent data analytical skills with a proficiency to summarize and communicate findings
- 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
- Ability to give and receive feedback in a constructive manner (low ego)
- 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, Engineering or related field with at least eight years of sales or relevant work experience
- Ability to travel in North America, up to 50% of the time

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

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

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