



POSITION TITLE: Territory Sales Manager

PRIMARY REGION: Western USA Territory Manager (California, Oregon, Washington, Hawaii, Alaska, Arizona, Nevada, Idaho, Montana, Utah)

DEPARTMENT: Primacoustic Commercial Sales

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Primacoustic North American Sales Manager

Vision:

Architectural Acoustics for a noisy world

Mission:

We deliver essential acoustic treatment systems to improve sound quality and reduce noise

POSITION PURPOSE:

Manage your own regions (own your plan and your prospects and customers)

Self directed with team and corporate support

Get in on the ground floor of high growth opportunity

EXPERIENCE REQUIREMENTS:

Sales Professional (Must):

- Sales pro - high performance, High energy and discipline Customer first mindset.
- Consultative selling approach

Industry / Channel:

- Construction: MFG., Distribution, Architect, engineering, contractor (related sales role)

More specifically ideal Industries to Draw from:

- AV integration / Pro Audio (Commercial)
- Home Automation
- Office supply
- Electrical supply wholesale distribution
- Drywall ceiling tile subcontracting
- Architectural speciality products
- AV and Acoustical Consultants / Engineers

- Acoustic: Manufacturer / distribution
- Noise and vibration control

POSITION QUALIFICATIONS AND JOB DUTIES

JOB DUTIES:

1. Actively manage established and new customer relationships within an assigned territory.
2. Train and Educate customers on Primacoustic products.
3. Support design and installation of major projects with key accounts.
4. Grow topline revenue while meeting margin targets.
5. Effectively communicate territory activities, both verbally and via weekly written reports, with Regional Accounts Manager, on a timely basis.
6. Support industry and Company related events and activities, including but not limited to retailer events/demos, trade shows, training schools, and regional training center activities.
7. Able and willing to work necessary hours to meet all project deadlines, travel when necessary.
8. Develop mutually beneficial, respectful, and effective relationships with peers to ensure seamless coordination between departments, maximize synergy, and maintain a shared vision, strategy, and focus.
9. Effectively communicate with a diverse variety of market segments including but not limited to; House of Worship, Construction (Drywall, Acoustic Ceiling), Architects, Consultants, Distributors, Retail Professionals, AV Professionals, Hospitality Industry Professionals, Facilities Management Professionals etc.
10. Other Duties- Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

CORE COMPETENCIES

1. Active Communications (Verbal, Written, Listening Skills) – Clearly expresses ideas, information, and concerns both verbally and in written format in both positive and negative situations. Actively listens, offers full attention when others speak, gives verbal and nonverbal cues of interest, asks questions for clarification, and paraphrases to ensure understanding. Actively seeks and disseminates information from and to a variety of sources, accepts responsibility for ensuring that people have the current and accurate information needed for success, and asks questions to open channels of communication. Demonstrates group presentation skills, presents information and numerical data effectively, and actively participates in meetings.

2. Team Player - Identifies with the larger organizational team and their role within it by balancing team and individual responsibilities, sharing resources, responding to requests from

other parts of the organization, supporting larger legitimate organizational agendas, and putting the success of the team above personal interests. Exhibits objectivity and openness to others' views, gives and welcomes feedback, contributes to building a positive team spirit, recognizes accomplishments of other team members, and builds morale and commitment to goals and objectives.

3. Adaptability – Utilizes a flexible approach or method to best match the environment, situation or person. Manages competing demands and is able to adapt quickly and positively to frequent changes, delays, or unexpected events.

4. Customer Orientation – Views the organization through the eyes of the customer, anticipates and meets customer needs, solicits customer feedback to improve service, responds promptly, and effectively manages difficult or emotional customer situations

5. Develop Relationships – Builds and maintains relationships that incorporate cooperation, trust, and respect by devoting the appropriate time and energy to facilitate business transactions. Relates to others while building credibility and rapport, communicates in an honest and straightforward manner, and maintains networks

6. Initiative – Operates in a proactive manner, identifies needs and opportunities, calculates risks, and takes independent action. Undertakes self-development activities, seeks increased responsibilities, asks for and offers help when needed, and volunteers readily.

7. Organizing and Planning – Plans, organizes and effectively manages to maximize efficiency and productivity. Sets goals and objectives, prioritizes and plans work activities, identifies specification steps and resources, anticipates problems and develops contingency plans.

8. Problem Solving& Decision Making– Able to identify problems, solve them, and show good judgment by isolating causes from symptoms, gathering information from a variety of sources, compiling information and solutions, involving others as appropriate, readily committing to action, and making decisions that reflect sound judgment in a timely manner. Able to identify and choose between multiple options, work well in-group problem solving situations, understand consequences of potential decisions, and support and explain reasoning for decisions.

9. Sales/Persuasion – Establishes rapport and trust while determining customer needs, presents products or services that address the customer's needs, overcomes objections, offers alternatives, persists and closes while maintaining rapport, and exerts influence over outcome through trust and competence.

10. Technical Expertise – Training is provided but the job requires an in-depth understanding of the products, technical specifications and application. The regional manager must be able to

deal on the same level with Architects and and engineers when promoting the brand and choosing the right products for the job.

PHYSICAL DEMANDS:

1. Must be able to remain in a stationary position 50% of the time.
2. Must be able to bend, climb stairs, and continuously stand or walk 25% of the time.
3. Must be able to occasionally move within the office to access file cabinets, office machinery, etc.
4. Must be able to lift 10-20 pounds (for example: packages, copy paper boxes, etc.)
5. Must be able to communicate effectively by listening and also in both written and verbal forms.

WORK ENVIRONMENT:

1. Generally, works in a home office environment but may often be required to perform job duties outside of the typical office setting.
2. This position regularly requires large amounts of time to be spent using and viewing computer screens and equipment, which generally entails regular and repetitive motions.

QUALIFICATIONS AND EDUCATION REQUIREMENTS:

1. University / College business / technical discipline and/or equivalent work experience.
2. Minimum of 3-5 years of Sales experience.
3. Must demonstrate self-motivation, enthusiasm, organizational skills, and be goal-oriented.
4. Must demonstrate effective verbal and written communication and presentation skills.
5. Must be able to travel as needed 20% - 25%
6. Strong network and relationship building skills, problem-solving and sales skills.