



REGIONAL SALES MANAGER - SOUTHWEST

HOUSTON/DALLAS

For over 100 years, **Sloan** has been the world's leading manufacturer of water-efficient solutions that are built to perform, guaranteed to last, and designed with promoting a healthy environment through water conservation. We have an immediate need for a **Regional Sales Manager**. In this role, you will be charged with leading, planning, administering and organizing a regional sales force to drive profitable sales and earnings objectives. You will develop and implement specific regional plans to support annual and long-range objectives. In addition, you will provide leadership to Sloan Valve's sales representatives through collaboration, credibility and accountability. You will be expected to develop and build key skills through effective coaching, mentoring and development.

Key Responsibilities:

- Direct on-going market analysis and intelligence through multiple sources such as sales team, customers and trade focus.
- Translate corporate objectives into regional and territory sales plans. Responsible for recognizing trends, creating strategies and developing a plan to increase sales and market share.
- Develop advanced selling, communications and territory management skills for sales force. Assess skill levels, plan annual performance objectives, deliver effective feedback and measure results.
- Drive accountability for plans and actions that build the Sloan brand and representatives within the region. Provide feedback and recommendations to marketing, distribution, engineering, product management and other internal partners.
Actively collaborate to ensure coordination with strategic regional selling plans.
- Establish relationships and maintain effective partnerships with key management of existing and potential customers, dealers and distributors. Measure and monitor the effectiveness of programs implement for all channels. This includes pricing, distributor/dealer programs, product introductions and management of channel conflict.
- Lead development of budget, measurement against target. Provide forecasts coordinated with reps and management team.

Requirements:

Bachelor's degree in sales, marketing, business or related field. Minimum of 6-8 years sales background in industrial, commercial, plumbing, flooring, lighting, building construction or other related business with proven track record of closing targeted customers and/or projects. Minimum of 5 years territory management experience with two-step distribution process. Experience leading a team of independent reps. Demonstrated experience with long and short term strategic planning, sales forecasting and budgeting, strong computer and technology skills. Track record of growing a territory and delivering results. Excellent organization, planning, leadership, negotiation and analytical skills are essential. Strong product and/or industry knowledge along with effective interpersonal and communication skills. Formal presentation skills. Ability to travel up to 75%.

We offer a highly competitive compensation and benefits package, including:

Medical, dental, vision, and Rx coverage for employee and eligible dependents. Life and AD& D insurance, dependent life, STD, LTD and flexible spending accounts, EAP. Employer matching 401K, PTO and company paid holidays.



We Are Proud Partners With the Chicago Cubs:

We are a Legacy Partner of the Chicago Cubs and we are proud to be the organization's official water efficiency partner! Through this relationship, which includes the naming rights to Sloan Park, the Cubs' Spring Training facility in Meza, Arizona, we have had the opportunity to promote our brand and continue our water conservation efforts in the city of Chicago and around the world.

This Legacy Partnership is also a benefit to you, as a prospective Sloan employee! As a Sloan employee, you will have opportunities to participate in various Legacy Partnership activities such as Cubs events, Cubs raffles, and attending Cubs games!

JOIN AN INDUSTRY LEADER!

If you are seeking a unique challenge, please submit your resume, in a Word/PDF format in confidence to: careers@sloan.com.

For additional company information please visit our website at www.sloan.com.

An Equal Opportunity Employer