



Director of Regional Sales

Reports to: Vice President of Sales

Employment: Full time

Department: Sales and Marketing

Type: Permanent

Benefits: Medical, Dental, Vision, LTD, 401K

Status: Exempt

Position Summary

The ideal candidate will have the vision, energy, and previous experience to lead a business in a fast changing and leading-edge PV Power Electronics equipment market. He or she will be a strong general manager with a ~20 years of relevant experience in PV implementation, or related technology field, and ideally will have run a business of similar size and technological complexity.

This individual will have an international and diversified business background that includes overseeing all functional areas but will be recognized as having superior capabilities relative to the growth of a complex, global business. A strong leader with proven ability to influence and motivate people, he or she will have a demonstrated ability to lead an organization (or start out as an individual contributor) that is focused on technology innovation as well as understand finance and cost control.

This individual will have demonstrated his or her ability to conceive, implement, and successfully execute new business strategies aimed at building revenues and driving profitability. Furthermore, he or she will have a strong track record in taking products from introduction to successful launch, and will have successfully implemented new products, services, or businesses in a highly competitive environment.

The ideal candidate will have proven negotiation skills, especially regarding complex transactions, and will have the ability to interface well with all levels of potential global customer organizations. He or she will be a “quick study,” able to absorb information and make decisions, particularly in high-risk, complex situations. The individual will be a smart, strategic thinker, but will also possess strong tactical execution skills. Our ideal candidate will have outstanding verbal and written communications skills, along with excellent presentation skills. A team player, he or she will have unquestionable integrity, credibility, and character in all aspects of his or her business and professional career.

Perhaps most importantly, this individual must possess not only the qualifications to execute this position, but he or she must also have a burning desire to play a major role in the growth of a dynamic global company.

Essential Job Functions (Roles and Responsibilities)

1. Maintain and strengthen relationships with existing customers wherever appropriate while extending the existing customer base, and work with the regional team to increase revenues within the region by targeting new markets and expanded products and services
2. Implement strategies to achieve real growth in current and new markets locally with a demonstrated ability to achieve Bookings and Revenue Targets of the corporation
3. Direct the operating plan development, including budgets, goals, marketing strategy, effectiveness of capital spending, and quality of operations
4. Provide direction and leadership in the development and active implementation of both short- and long-term strategic objectives for the corporation
5. Devise and implement aggressive action plans for improving financial results in each of the businesses, including profitability and revenue growth targets
6. Represent the company to its major customers, partners, suppliers, and other stakeholders

Essential Job Requirements

Education:

BS degree in a technical field, engineering preferred, MBA optional

Experience:

Demonstrated experienced of performing in a quota bearing sales role with success in achievement for multiple years growing the business and sales territory

Proven experience demonstrating the following:

- Treating customers, both external and internal, as long-term partners
- Delivering unparalleled value and service to our customers
- Communicate honestly and transparently
- A drive to strive for repeat customers

Required Skills:

Decisive / Action Orientation: This position requires a person who will be thoughtful and fact-based in approach while, at the same time, being decisive and inclined to action. Candidates must have strong entrepreneurial instincts, “operational intensity,” and a high sense of urgency.

Preferred Skills:

Results Focused: Candidates for the position must “know what it takes to be successful” and have a keen, relentless focus on driving the organization to achieve its profitability and growth objectives.