

District Sales Manager Edmonton, AB

Founded in Edmonton in 1990, Hi-Tech Seals is a leading Canadian seal distribution company, with a longstanding commitment to customer service. The Company's technical sales staff works closely with customers to find the best solution for sealing needs. We provide a complete line of sealing products, along with molded rubber, cast urethane, gaskets, plastics, ceramics, and tungsten carbide parts as well as custom machining to meet our customer's needs. In over 24 years Hi-Tech Seals has grown to five locations across Canada and one location in Texas providing products that perform beyond the customer's expectations.

With over fifty in-house training courses we have exhibited our commitment to educate our employees to aid in their professional development and career growth. In addition, Hi-Tech Seals supports external training programs for software, designations and other beneficial courses to help employees advance. At Hi-Tech Seals our people are a key competitive advantage.

Join a company that excels in developing and empowering employees to reach their potential.

Position Synopsis:

The District Sales Manager is responsible for the sale of Hi-Tech Seals' products and services within the Alberta, British Columbia and Saskatchewan sales regions. Ensuring profitable growth of new and existing products and customers through management and coordination of an established sales team.

Main Responsibilities:

Strategic Planning

- Negotiate and achieve sales, product and margin goals in accordance with Regional Sales Manager.
- Collaborate with Senior Management, branch peers and sales team in the development of strategic industries, accounts and products.
- Communicate and collaborate with sales team to ensure opportunity validity, volume and close rate align with expected results.
- Instill and reinforce consistent, proactive planning approach to client contacts and project development.
- Coordinate quarterly review program with sales team to evaluate appropriate expenditure of resources and ensure efforts are being applied to the fulfilment of set expectations.
- Investigate and compile pertinent industry, company, competitor and product information as a resource towards future strategic investments.

Sales

- Evaluation of new clientele for potential, applicability to core competencies and market segmentation.



- Accompaniment of sales team on customer visits to augment the business relationship and observe then educate staff members.
- Coordination and dissemination of in-coming sales leads to optimize potential for successful integration to Hi-Tech Seals.
- Troubleshooting of customer service, delivery and product quality issues.
- Evaluation of opportunities, identification of broader scope projects, and contribution to the coordination of a multi-faceted approach
- Monitor and react to product trend analyses to proactively diminish risks of obsolescence.

Human Resources

- Recruitment, selection, on-boarding, coaching and disciplining of reports within district.
- Provide constructive feedback to Technical Sales Representatives to aid in the continual improvement of their selling abilities.
- Conduct quarterly performance reviews, and annual planning session individually with each sales team member.
- Collaborate with the Regional Sales Manager for the development of incentive programs for Technical Sales Representatives aligning with organizational, territorial and strategic goals.
- Monitor incentive programs for validity and pertinence and report observations to Regional Sales Manager for review.
- Monitor and approve of expense reports to ensure conformance with guidelines and appropriate expenditure in relation to revenue.

Training and Development

- Train new and existing sales representatives on sales and business skills.
- Ensure Technical Sales Representatives are provided optimal product training on new and existing sealing products.
- Ensure Technical Sales Representatives are provided optimal material training on new and existing products.
- Ensure Technical Sales Representatives are provided optimal market training on new and existing business
- Ensure ongoing professional development of self and existing sales staff.

Inter-Departmental

- Collaborate with Purchasing Manager regarding any issues Technical Sales Representatives bring forward regarding suppliers and incoming product.
- Assist Technical Sales Representatives with strategic selection of supply chain channel choices on new opportunities.
- Collaborate with Engineering in the coordination of endeavors to ensure scope and capabilities best suit industry demands.
- Collaborate with Customer Service to ensure service levels align with profitability and potential of clientele.
- Collaborate with Quality Control to ensure management systems and procedures align with key customers' expectations.



- Collaborate with IT to ensure seamless integration of electronic tools with the completion of employee's job functions.
- Collaborate with Distribution to ensure accuracy of capabilities and capacities are consistently reinforced with customer base.

General

- Participate in worksite hazard assessments, incident investigation, safety meetings, safety training and other aspects of the Hi-Tech Seals Inc. safety and quality control programs as required.
- Attend industry/customer related functions.
- Other duties as required.

Education and Experience:

- At least 5 years of sales and marketing experience.
- Post secondary education in Business Management, Marketing or other related discipline.

Characteristics and Competencies:

- Fosters productive relationships
- Instills customer focus
- Results driven
- Leadership through example
- Proven knowledge of good business practices
- Effective communication and execution of vision
- Positive attitude
- Encourages innovation
- Influential with external and internal stakeholders
- Builds a strong team
- Strong mechanical skills

Interested applicants should submit their application to Andrea Haines, Human Resources, Hi-Tech Seals Inc., 9211 – 41 Avenue NW, Edmonton Alberta T6E 6R5 or email hr@hitechseals.com

Visit our website at <http://www.hitechseals.com/careers>

