



Liner Sales Leader Job Description

Job Title: Director, Liner Sales
Department: Sales/Marketing
Reports to: Chief Sales Officer (CSO)
FLSA Status: Salaried – Non-Exempt

Position Summary

Seeking an experienced and results-driven sales leader to develop and execute a growth-driven sales plan for EnviroCon's liner business unit. The incumbent will transition existing sales and customer relationships from the CSO, and will be expected to build upon an existing book of business.

Essential Duties and Responsibilities

To perform this job successfully, an individual must be able to perform the following satisfactorily; other duties may be assigned. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Acts as a mentor, coach, and example in developing direct and indirect reports to their full potential.
- Designs and implements effective compensation plans for the liner sales team.
- Leads regularly scheduled sales team L10 meetings.
- Demonstrates proficiency in gaining access and selling to the owners and/or stakeholders of current customers and new accounts.
- Effectively communicates across all levels of an organization – both internally and externally – to get results.
- Creates strong connections with current customers, prospects, and referral partners to build a pipeline of new accounts, and growth within existing accounts.
- Manages the sales pipeline through the use of a CRM.
- Develops, monitors and holds direct reports accountable for the sales budget and forecast.
- Regularly reports on sales plan, progress, and statistics to the leadership team.
- Coordinates with operations on project scheduling and to forecast future manpower demand.
- Manages liner working capital to balance inventory vs. ability to quickly service the customer.
- Identifies individual account potential by thoroughly understanding the client's business needs.

*Envirocon Systems, Inc., an environmental service company, is committed to providing **high quality and innovative containment solutions** dedicated to a strong culture of **best safety work practices** and **outstanding service with integrity, loyalty and meticulous attention to detail** for our customers, employees, and investors.*

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- Closes sales by building rapport and trust with potential accounts, explaining product and service capabilities, overcoming objections, and preparing/negotiating sales orders and contracts.
- Coordinates with accounts receivable (AR) to ensure timely and accurate billing and to minimize days sales outstanding (DSO).
- Contributes to the marketing strategy by monitoring competitive products and reactions from accounts.
- Collaborates with marketing on product/service promotions, initiatives, and campaigns.
- Recommends new products and services by evaluating current product results and identifying new market opportunities.
- Updates job knowledge by seeking out educational opportunities to improve and supplement job and industry knowledge.
- Attends industry trade shows, conferences, and other events to network, gain market intelligence, and benchmark competitive forces.
- Performs annual employee performance reviews and quarterly 555 meetings with direct reports.
- Assist in other departments of the organization as deadlines require.

Core Values

The Director of Liner Sales must demonstrate the following core values:

Safety Conscious: We maintain a strong culture of safe work best practices to protect our employees and customers.

Outstanding Service: We go the extra mile to exceed expectations in every job we do.

Loyalty: We are dedicated, reliable, dependable, and take pride in our work.

Integrity: We do the right thing, even when no one is looking.

Detail Oriented: We care about doing our jobs professionally with the highest quality.

Qualifications

Education/Experience: College degree preferred and ten (10) years experience in geomembrane/geosynthetic sales management required.

Language Ability: Excellent customer service and communication skills, both verbal and written are required. Outstanding people management and organizational skills are required. Ability to read and interpret documents such as safety rules, operating and maintenance procedures, and plan drawings.

Mathematical Ability: Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, and percentages. Ability to apply concepts of basic algebra.

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Reasoning Ability: Ability to apply logical thought processes to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several variables in various, and sometimes ambiguous situations.

Computer Skills: To perform this job successfully, an individual should have knowledge of MS Office (Word, Excel, PowerPoint, Outlook, Internet Explorer, Access), CRMs, and familiarity with SAP Business One.

Certificates and Licenses: N/A

Compensation

Base salary of \$135,000 plus variable compensation
Life Insurance, Paid Time Off, 401(k) Health/Dental/Vision Benefits

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The employee must frequently lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus. While performing the duties of this Job, the employee is regularly required to sit, talk, and hear. The employee is frequently required to walk; use hands to finger, handle, or feel and reach with hands and arms. The employee is occasionally required to stand; climb or balance and stoop, kneel, crouch, or crawl.

The above job description is not intended to be an all-inclusive list of duties and standards of the position. Incumbents will follow any other instructions, and perform any other related duties, as assigned by their supervisor.

Acknowledged: Employee Signature

Date

Print: Employee Name

Acknowledged: Supervisor/Manager Signature

Date

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