



Environment One Corporation
Job Description Form
 Revised 11/2017

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|---|------------------------|
| | Career Level: |
| | Entry Level |
| | Experienced |
| X | Manager |
| | Executive |
| | Classification: |
| X | Exempt |
| | Non-Exempt |

Job Title: Regional Manager
Department: Sales
Reports To: National Sales Development Manager
Direct Reports: None

Purpose: Manages, administer and achieve sales targets and activities for a specified territory.

Core Responsibilities:

- Sells company products and services through distributors and/or direct sales.
- Responsible for meeting established sales quotas in conformance with annual budget through channel sales management activities.
- Assess opportunity in geographic area of responsibility for E/One's products and services.
- Maintains a thorough knowledge of products and services.
- Work with Management to determine the type and number of Distributors necessary to cover the market.
- Maintains constant awareness of markets, competitor activities and problems with assigned area; recognizes trends that develop and takes corrective action or makes appropriate recommendations as required which may include recruiting new and terminating existing Distributors.
- Developing annual business plans with Distributor which includes setting sales goals and planning market development activities.
- Conducting periodic meetings with each Distributor to review their performance and define corrective actions.
- Training Distributor personnel (e.g., outside and inside sales people, technical support personnel, etc.)
- Conducting joint sales calls with their Distributors' technical and field sales representatives.
- Prepared target account prospecting strategy and account management strategies to retain customers.
- Orchestrating and/or participate in marketing events that E/One & Distributors hold (e.g., on-site customer events, forums, trade shows etc.)
- Identify, coordinate, track and execute prospecting efforts with engineers, builders/developers and operators, *independent and in conjunction with* Distributors, to generate demand that would be fulfilled through the channel partner.
- Analyzes and prepares sales forecasts and reports via CRM. All sales personnel complete a weekly report including pipeline, detail of activity in the territory and project updates.
- Sales personnel prepare and review quarterly business reviews (QBR's) with territory Distributors, of which are signed and submitted to management. The Regional Manager must use critical reasoning skills, contingency planning and adjustment strategies which may include investigating other distributor candidates in the territory.
- The Regional Manager is expected to demonstrate a high level of managerial competency, including awareness of territorial market drivers, performance of our technology, the competitive position of E/One versus competition, and the performance of distribution relative to established sales targets and associated profitability. The Regional Manager must be aware of distributor profitability trends and to demonstrate competency in describing, understanding and then driving the factors necessary for quarter over quarter growth. Proactive engagement of this performance category is critical to meeting and exceeding E/One sales targets.
- Other duties as assigned.

Qualifications & Requirements:

- Bachelor's degree in business, marketing, or engineering preferred.
- Minimum of five years proven technical sales and sales management experience.
- Possess strong technical knowledge/aptitude; pump experience a plus.
- PC skills, including Microsoft Word, Excel, and Outlook.

Desired Characteristics:

Working Conditions/Physical Conditions:

N-Never, O-Occasionally (<20%), F-Frequently (20%-80%), C-constantly (>80%)

| Exposure to Adverse Working Conditions: | |
|--|----------|
| • Noise, Noxious Odors, Temperatures | N |
| • Hazardous Materials | N |
| Physical Conditions: | |
| • Close Eye Work (computers, typing, reading, writing) | F |
| • Sedentary (continuous sitting) | O |
| • Light Work (standing, walking, lifting <15 pounds) | F |
| • Moderate Work (lifting 15-30 pounds, prolonged use of small hand instruments or tools) | N |
| • Moderately Heavy Work (lifting, moving, loading 31-50 pounds) | N |
| • Heavy/Hard Work (above average strength & stamina, lifting >51 pounds) | N |
| Travel Requirements: | |
| • Extensive, greater than 50%. | |

Print Name: _____ Signature: _____ Date: ____/____/____