

Job Posting

Regional Account Manager (Field Sales) Northern California-Northwest US and Canada

Reports To: Western Region Sales Director

Job Summary: This is an excellent opportunity for the right candidate to take over a well-established, yet potentially rich territory which is ranked in the top echelon of the organization.

The Regional Account Manager reports to the Western Region Sales Director and directs territory activities in Northern California (San Francisco/San Jose and north), Washington, Oregon, Idaho. This territory also includes British Columbia, Alberta, Saskatchewan and Manitoba Canada. Ideal candidate location would fit best in Northern California, Portland, Seattle, Tacoma and surrounding area. The Regional Manager's performance has a significant impact on the company, affecting both profitability and strategic positioning. Development of key target accounts and new sales is a must. The RAM consults for and recommends specific tooling and machinery to fit customer needs helping to establish long and short-term sales strategies in alignment with approved marketing strategies of Salem.

Key industrial applications include cutting, grinding and precision polishing of all glass types, precision optics, plastics, acrylics, metals and many other materials with brittle surfaces. An industrial sales background is preferred.

Key attributes and core competencies that are a MUST:

Core Values

Customer Focused

- Delight our customers
- Provide excellent customer service to both internal and external customers
- Act with agility

Accountable

- Hold self and others accountable, have each other's back
- Takes action, ownership

Do the Right Thing

- Be trustworthy and genuine
- Act as if Mom were watching
- Do what you say you're going to do

GO BEYOND THE EDGE

NORTH CAROLINA – HQ

5901 Gun Club Road
Winston-Salem, NC 27103
Office: 800.234.1982 | 336.766.1104

CALIFORNIA

10125 Shoemaker Avenue
Santa Fe Springs, CA 90670
Office: 800.445.6339 | 562.944.6155

PENNSYLVANIA

2330 Greensburg Road
New Kensington, PA 15068
Office: 724.212.3749

WASHINGTON

3801 NE 109th Ave, Suite C
Vancouver, WA 98682
Office: 360.993.5644

ONTARIO – CANADA

Greater Toronto Area
Office: 844.858.7444
www.SalemFTG.com

- Treat each other with respect
- Act in a fair and equitable manner

Hungry for Achievement

- Motivated to succeed
- Love to compete
- Grow or die

Humbly Confident

- Proud of company
- Know their stuff
- Not afraid to admit a mistake, we're not perfect

DUTIES AND RESPONSIBILITIES INCLUDE:

- Develop, manage and attain the annual sales goals and gross margin plans.
- Develop and execute strategic plans for Salem ensuring goals and objectives support the corporate strategic and business plans.
- Prepare weekly and monthly sales reports as well as quarterly account review status.
- Communicate powerfully and persuasively using various styles and effectively address different needs and audiences.
- Ability to develop rapport with customer management and maintain strong working relationships.
- Successfully manage customer expectations.
- Promote excellence by providing superior technical service to each customer.
- Excellent multi-tasking skills. Prioritize and perform a variety of concurrent tasks within the assigned territory.
- Abide by Salem's safety policies and procedures.
- Embrace the ESOP Culture.

This job description is not intended as a complete list of all job duties. The incumbent may be required to perform other duties and tasks.

REQUIREMENTS:

- **Experience in the flat glass or glass related industries a plus and industrial sales experience is a must.**
- Expert problem-solver. Sorts through complex issues and conducts comparative analysis of multiple solutions in solving technical product issues. Has an ability to assist customers in making decisions.
- Has had good career stability.
- Excellent driving record. Must be able to travel to customer locations, trade shows and other events as requested.
- 50% overnight travel required.

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- Spanish speaking a BIG plus.
- BA/BS required or industry experience equivalent.
- 2-4 Years of experience in:
 - One or more of the industries we service (listed above)
 - Customer service.

FINALLY:

These questions are continually asked of our owners and used for the Salem Fabrication Supplies group hiring process:

- Get it? Y/N
Understand the ins and outs of the job? Understand how their job relates to and affects others?
Do all the neurons in their brain connect for the job?
- Want It? Y/N
Do you genuinely “want” the job? Have a passion for it? Get up every morning wanting to do the job?
- Capacity? Y/N
Has the emotional, intellectual, and physical ability as well as the time to do the job?

This job description is intended to provide general information about the position. It is not an employment contract. As with all positions, the responsibilities, duties, and requirements of this job may change. The company, in its discretion, may alter this job description at any time with or without notice.

If you have an interest in this position, please submit your resume and interest letter to hr@salemftg.com.

Salem Fabrication Technologies Group, Inc is an Equal Opportunity Employer.

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