



Position: Director of Sales: Pig Business Unit (Full-time)

Date Posted: May 2018

Supervised By: President

Supervises: Sales team (Initially 3 people, to be increased as necessary)

Location: Preferably in Holland, Michigan. Consideration will be given to working out of home office, as long as residing in suitable location in the USA. In this case it will be necessary significant presence at company headquarters in Holland, MI

Territory: USA and Canada

Vehicle: This position is included in the company vehicle program

Travel: Estimated at 75% of time, but may be more, as necessary to adequately cover job requirements

Position Summary: Responsible for promotion and sales of complete product line pertaining to this BU in the territory, aiming to maximize sales and contribution margin. Most functions are performed in close interaction and cooperation with Director Customer Solutions for this BU (Matrix model)

Duties & Responsibilities:

- Supervises sales team, including:
 - Personnel hiring and termination
 - Sets sales goals and manages follow up mechanisms
 - Supports President and HR Dept in establishing compensation programs, and monitors them, including approving commission payments
 - Approves expenses
 - Performs yearly reviews if it is the case
 - Develops and implements relevant training programs
- Develops and maintains distribution network
- Develops and implements marketing strategies
- Helps to establish pricing strategy and implements programs agreed on
- Develops and tracks budget sales for each fiscal year
- Develops and maintains tools for keeping track of market indicators such as:
 - Sales projections for short, mid and long term
 - Market size and market share
 - Lost sales (to whom, reason, etc)

- Key driver in promoting the use of CRM and other sales and order management tools provided by the company
- Participates/supports gathering of market intelligence
- Supports product competitiveness analysis
- Manages trade shows in cooperation with marketing department
- Actively supports collection
- Supports estimation process as needed
- Works closely with all major entities related to the pig industry in the territory, such as producer associations. This position is the key contact between company and these organizations

Qualifications:

- College degree in relevant field. Relevant graduate degree is a plus
- Minimum 10 years experience in sales, with minimum 5 years supervising sales teams within the pig industry
- Deep industry knowledge
- Superior people skills
- Strong computer and communication skills
- Ability to interact across different cultures
- Strong organizational skills