



JOB POSITION

POSITION:	Sales Manager – Phoenix
REPORTS TO:	General Manager
DEPARTMENT:	Sales
HOURS:	8:00 AM – 5:00 PM and as necessary
COMPENSATION:	Salary plus bonus

Overall Job Purpose:

Consistently meet and exceed budget and growth plans for sales and profits as well as develop and implement a plan to effectively penetrate market segments including Hospitality, Industrial, and Health Care. Responsibilities also include recruiting and developing sales talent, adapting and responding to the ever-changing market place, and driving corporate initiatives such as the Blue Points Program & Blue Arrow Sales Process.

Essential Functions:

1. Be proactive in promoting, training, and tracking the Blue Arrow Sales process.
2. Manage and develop relationships with the current sales team, breaking down barriers to sales success.
3. Become a product and sales resource to the entire sales staff.
4. Set sales and gross margin goals with each salesperson. Said goals should be achievable, yet provide challenge to the individual while providing a proper return to Brady.
5. Work with and develop the talent set of each sales person, maximizing industry and product knowledge.
6. Identify and close key opportunities that will expand sales within the Phoenix branch. Maintain a target list of accounts Brady is not currently selling to and find opportunities for selling success within those targets.
7. Assist in developing relationships and growing sales with key customers.
8. Spend time in sales tasks with sales reps in the field.
9. Determine account assignments as needed.
10. Be involved with hiring and at times separation of employees.
11. Plan, organize and administer monthly sales meetings, providing sales training and opportunities for manufacturers to expand and develop sales programs.
12. Hold quarterly Blue Point reviews with each Sales Rep to ensure proper accountability, account penetration and sales training.
13. Participate with the General Manager to drive, develop, and support Brady Corporate programs & Blue Point Suppliers with a primary focus on Brady chemical, soap, and paper sales.

14. Possess the ability to drive and implement appropriate changes in the Phoenix branch, enhancing our capabilities, expanding our resources and services and bring focus and improvement to the current structure.
15. Assure that customer segmentation project is complete and accurate for the territory utilizing the industry segment codes developed by Brady Corporate.
16. Make sure each Blue Point supplier and Blue Arrow supporter receive Blue Arrow target opportunities each quarter.

Education and Experience:

A college degree in sales/marketing or business studies is preferred; or a minimum of five years of related experience or training in the janitorial supply or similar sector; or the equivalent combination of formal education and experience.