



Area Manager

Position Summary:

This full-time exempt sales and service position would be based in Ohio and eligible for company benefits. The Area Manager will serve in multiple roles for Weas Engineering as described in the essential job functions below. The Area Manager will report to a Regional Manager. Company vehicle and the required equipment are provided.

Essential Job Functions:

- Manages a team of field representatives.
- Sells and services key accounts.
- Generates value by sharing ideas and identifying long-term opportunities to grow our organization in numerous ways.
- Develops a business plan and sales strategy for the region that ensures attainment of company sales goals and profitability.
- Responsible for the performance and development of their Area Field Sales Team.
- Prepares action plans by individuals as well as by team for effective sales campaigns.
- Assists in the development and implementation of marketing plans as needed.
- Conducts one-on-one reviews with all direct reports to build more effective communications, to understand training and development needs, and to provide insight for the improvement of their sales and activity performance.
- Provides timely feedback to senior management regarding performance.
- Maintains accurate records of all pricing, sales, and reports submitted by direct reports.
- Creates and conducts proposal presentations and RFP responses. Assists direct reports in preparation of proposals and presentations.
- Controls expenses to meet company guidelines.
- Adheres to all company policies, procedures and business ethics codes and ensures that they are communicated and implemented within the team.

Relationships and Roles:

- Ensures that all direct reports meet or exceed all standards for prospecting calls, appointments, presentations, proposals, and new business.
- Delegates authority and responsibility with accountability and follow-up.
- Sets examples for direct reports in areas of personal character, commitment, timeliness, organizational and selling skills, and work habits.
- Conducts regular coaching and counseling with direct reports to build motivation and selling skills.

- Has ultimate responsibility for customer inventories and the management of inventory by your team (with the ultimate goal of zero customer run outs).
- Maintains regular contact with all major customers in the market area to ensure high levels of client satisfaction.
- Demonstrates ability to interact and cooperate with all company employees.

Qualification Requirements:

- 5+ years of experience in successful territory management.
- Experience with internal processes and procedures.
- Extensive experience in all aspects of account management to include negotiation and account review activities.
- Strong understanding of customer and market dynamics.
- Proven leadership and ability to drive sales teams.