

Gosiger, Inc., one of the nation's largest machine tool distributors, is a third-generation, family owned business, founded in 1922 and headquartered in Dayton, Ohio. With over 425 employees in 12 offices Gosiger, Inc. provides sales, engineering, parts and service support services for high precision CNC machine tools including Okuma and Hardinge in thirteen states.

Sales Manager

Gosiger West - Cypress California

JOB SUMMARY: Under general supervision, the incumbent is responsible for driving value added stand-alone Machine Tools, and automated solutions, through the direct sales staff. Incumbent is accountable for driving machine sales revenue, margins, profit and growth. Incumbent is accountable for account development, management, and maintaining strong internal and external customer relations. In addition, incumbent is responsible for the recruitment, training, coaching, mentoring, motivation and ethical behavior of the direct sales staff.

ESSENTIAL ACCOUNTABILITIES AND MEASURES:

TECHNICAL:

- Develops and maintains a strong working knowledge of stand-alone Machine Tools, and automated solutions, products. Maintains thorough knowledge of competitor products to ensure Gosiger is on the cutting edge of technology. Communicates to direct reports and customers the Gosiger "Difference".

LEAD:

- Develops and maintains strong customer relations with current customers and builds relationships with prospects.

MANAGE:

- Recruits, hires, trains, motivates, and through appropriate performance management ensures "satisfactory and above performance" of direct reports, technical/growth development of direct reports, and desired behaviors in staff personnel. Accompanies direct reports on sales calls, provides curbside feedback to insure appropriate sales techniques are being utilized.
- Maintains a strong teamwork relationship with all direct reports, internal customers; division service teams, Product Support/Parts, and Training.
- Meets/exceeds division profit margin and sales revenue goals.
- Maintains business expenses within budget for department. Performs job cost effectively and actively supports continuous process improvement.
- Performs account management; cost estimates/proposals, project management, coordinates schedules, tracking and monitoring, issue follow-up and resolution, ensures timely payment of customer accounts, host customer visits at headquarters or at appropriate supplier site, and perform standard product demonstrations.
- Manage and maintain CRM, SalesLogix, customers/prospect account activity. Ensures direct reports provide timely and accurate information to feed into the database. Provides projections and forecasts and related reports as required. Reports on department customer/call activity weekly; highlights accomplishments and follows sales planning tools.

- Provides an annual business plan for strategic planning and follows as approved.
- Based on business need, assists/supports in other job functions within department, division and/or company within scope and ability. Assumes accountability and responsibility for assigned projects and programs.

COACH:

- Coaches and mentors Sales Team in the use and application of the Gosiger Sales Process; The Counselor Salesperson.
- Responsible for maintaining current technical, interpersonal, management, and communication skills through continuous development. Attends and actively participates in company sponsored training, builder sponsored classes, and appropriate available seminars to increase management and team building skills.
- As a member of the Gosiger Team; trains, assists and supports other team members within Gosiger on problem solving and meeting division/company goals. Continuously reviews current processes and searches out improvement methods to improve product/process quality, reduce waste, rework and unnecessary work that adds no value to the work or process.

ESSENTIAL QUALIFICATIONS:

- 1) Bachelors Degree in Business or equivalent in formal training and work experience.
- 2) A Minimum of 5 years successful Sales Engineer experience in the Machine Tool Industry.
- 3) Experience in stand-alone Machine Tools, and automated solutions, demonstrating a strong mechanical/technical aptitude.
- 4) Strong negotiation and persuasion skills. Demonstrated problem solving and decision-making.
- 5) Superior interpersonal communication skills and customer relationship building.
- 6) Demonstrated experience in project management and time management.
- 7) Demonstrated application of basic computer skills and demonstrated ability to learn and apply new software and programs as supported by the company.
- 8) Demonstrated teamwork skills.
- 9) Strong demonstrated leadership skills with an emphasis in team building and performance management.
- 10) Strong initiative, competitive nature and strong goal orientation. Must have excellent attention to detail.
- 11) Ability to travel with a current and valid U.S. Passport
- 12) Ability to maintain a drivers license with a good driving record.

We offer a competitive compensation package commensurate with experience and education, and an excellent benefit package.