

JOB DESCRIPTION

Job Title:	Sales/ Business Development Manager	Revised:	January 7, 2020
Work Location	Eagan, MN	FLSA Status:	Full Time /Exempt
Reports to:	Director of Business Development	Direct Reports:	None
Department:	Sales	Travel Required:	40%-50%

The Company: Inside Edge is a progressive, entrepreneurially spirited company headquartered in Eagan, MN. Named a 4 time Top 100 Workplace, the company originated in 2004, and has grown to be the national leader in commercial retail flooring services. We do business with the nation's "Top 40" retailers (i.e. Kohls, Target, Dick's Sporting Goods, Office Depot, Best Buy, etc.) as well as the nation's top Senior Living Housing providers. The company is supported by industry leading technology, including a proprietary online project management system, which has enabled significant growth.

Job Summary/ Objective:

This position is responsible for identifying, driving, and executing on growth strategies in new markets and/or adjacencies including new services. This position is accountable for the strategic planning, sales execution, sales quotas, and utilizing internal resources engaged in the specific initiatives within the Sales team. The Business Development position is accountable for individual closing on targeted business and working with the Director of Business Development to target and market key emerging business segments. This position will work collaboratively as a member of the Sales team and report directly to the Director of Business Development.

Essential Functions:

Builds competitive capabilities for new market entry, account acquisition, and adding adjacencies as a KEY component of Inside Edge Competitive Strategy.

- Builds an effective and efficient lead generation and prospect assessment process for both targeted and non-forecasted opportunities.
- Consistently executes Sales plans, deploys go-market strategies, and aligns critical resources.
- Accesses and influences key decision makers in target markets to build strategic alliances with customers, partners, and collaborators.
- Works collaboratively within the Sales team, Business Units, and other stakeholders to close on opportunities and champion them through the execution processes.

Drives the overall selling strategy within his/her defined scope and coaches to build Sales Acumen across the organization.

- Contributes to Sales team on Sales strategy, Sales processes and Sales training.
- Coaches individually on specific consultative Sales competencies and skills.
- Acts as a resource for marketing, selling, and negotiating input across the Business Units.
- Understands and demonstrates the Inside Edge Value Proposition and then extracting value.
- Manages an opportunity pipeline and transparently communicates progress to plan.

Identifies compelling opportunities that support the Long Range Plan:

- Develops a portfolio of strategic opportunities and completes the financial and risk analysis.
- Builds winning Individual Business Plans that set competitive strategy, develops segment knowledge, and generates the necessary industry alliances to achieve sales goals.
- Champions new initiatives and Go-Market strategies across the sale team.

Identifies targets, closes, and grows their own accounts.

Competencies:

- Track record building \$20-50M Service revenue streams in adjacencies/non-core segments.
- Customer Focused (deliver value - relationship building - negotiation).
- Market Savvy (differentiation, competitive positioning).
- Collaboration – Must be Team focused externally and especially internally.
- Strategic Orientation – Results Driven (planning - execution).

Work Conditions:

Requires the ability to communicate with employees in an office environment full time. Requires the ability to frequently use the computer and telephone. Requires frequent travel throughout the United States.

Qualifications:

- 3+ years Sales Leadership.
- Experience in Construction and or flooring industry a plus.

Performance Factors on Core Values

Integrity	Energy	Collaboration	Innovation	Service
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Demonstrated through....

1. Attendance and Dependability: The employee can be depended on to report to work at the scheduled time and is seldom absent from work. Employee can be depended upon to complete work safely, timely, accurately, in a thorough manner and is conscientious about assignments.

2. Communication and Contact: The employee communicates effectively both verbally and in writing with supervisors, colleagues and individuals inside and outside the Company.

3. Relationships with Others: The employee works effectively and relates well with others including supervisors, colleagues, and individuals inside and outside the Company. The employee exhibits a professional manner in dealing with others and works to maintain constructive working relationships.

Must perform the essential duties and responsibilities with or without reasonable accommodation efficiently and accurately without causing significant safety threat to self or others. The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and/or skills required of all personnel so classified.

Author:	Pete Carlson	Title:	CEO
Approved By:	Anne L. Olson	Title:	Human Resource Director

This is an accurate description of the essential functions of my position.

Signature: _____ Date: _____