

## 70 Years of Building Value Into Building Products

ODL builds products that build value into your home. Designs for every taste, architectural style, and home décor. Products that bring the outdoors--natural light, fresh air--indoors. Ideas that change the game. Styles from classic to craftsman, old world to contemporary. Solutions for privacy or connection, small spaces, entryways or back porches. Decorative doorglass, transoms, sidelights, retractable screen doors, blinds between glass, severe weather doorglass, and much more.

### **ODL, Inc is looking for a Manager of Regional Sales, Eastern Region of the United States.**

**The ideal candidate for this position is an experienced and ambitious Sales professional with the strategic drive to significantly lead, grow, and guide ODL's regional sales team within a defined region.**

**This person will be responsible to grow sales within a defined region, and to coach and direct the sales team within the region to do the same. He or she will be responsible to identify and execute a development plan for each territory manager, through coaching and education to shore up identified weaknesses or areas where growth is needed. This individual must be collaborative leader who embodies a strong business acumen, exceptional communication skills both written & verbal, an effective management style with a proven track record of successful leadership in sales within building material industry. The time allocation for this role is, 40% managing existing business, 50% developing new business and 10% providing needed reports.**

#### **Essential Job Functions:**

- Meet or exceed the given sales budget for the territory and help the team members do the same.
- The Regional Sales Manager will lead and inspire the sales team to capitalize on local market potential and customer need to meet and exceed business goals.
- Increase market share and grow business each fiscal year according to agreed upon goals. Grow sales and margin with existing customers by providing superior service and pulling higher value products to the builder and consumer. Win new customers.
- Develop and execute against a strategic plan that leads to the creation and maintenance of a robust sales pipeline.
- Nurture relationships with independent representative agencies and territory managers to develop a presence that compliments the company's reputation and position of leadership. Work to develop high standards and expectations for service across all reps and agencies. Terminate agreements when necessary and negotiate terms with new agencies as required.
- Continuously develop sales skills and product knowledge across the sales network to provide a customer experience that leads the industry. Teach and coach regional sales team to perform to our standards and expectations. Hold individuals and agencies to meet annual performance objectives.
- Develop best-in-industry quality programs and tools to help achieve service and sales objectives. Scope includes training, education, rebate programs, cooperative advertising allowances, and product launch support.
- Work closely with large accounts to develop cooperative sales and promotion plans. Provide solutions that add value and pull higher margin products into the channel.
- Work closely with senior managers to develop specific growth strategies, sales forecasts and supporting operational plans in order to achieve objectives and communicate progress across the organization.
- Provide for efficient and effective communication with the customer and key resources within the supporting representative agencies and key resources within the company. Ensure that requests for information and problem resolution are handled the same day.
- Establishes effective internal communications regarding customers, products and services in order to maximize sales effectiveness.
- Provide team with clear direction, support, and feedback to insure internal customers are served and employees are contributing their maximum potential.

## Candidate Requirements:

- Bachelor's degree in business or related field. MBA a plus.
- Ten years of sales experience with four years of sales management experience required or equivalent combination of education and experience.
- Deep knowledge of the sales channel required. Experience in the door and window industry a plus.
- Demonstrated ability to grow sales with a proven track record of sales growth.
- Ability to develop and execute long range strategic plans for the region, supporting the divisional goals
- Strong business acumen, with the ability to think and work corporately as well as divisionally
- Must be promotable into Vice President, Sales & Marketing role
- Experience in developing and executing large, complex selling proposals that may have long selling cycles
- Strong bias for a solution-oriented sales approach. Strong business and financial acumen is essential.
- Excellent interpersonal skills and written communication skills.
- Strong commitment to doing quality work by serving internal and external customers.
- Strong computer skills to include knowledge of ERP systems, databases and the MS Office suite.

**Competencies:** \*Strategic Decision Making                      \*Business Acumen  
                                 \*Leadership Disposition    \*Collaboration  
                                 \*Effective Team Building    \*Enjoys winning & strive for results

Candidates for positions with ODL must be legally authorized to work in the United States. Verification of employment eligibility will be required at the time of hire.

ODL is an equal opportunity employer committed to a culturally diverse workforce. All qualified applicants will receive consideration for employment without regard to race, religion, color, age, sex, national origin, sexual orientation, gender identity, disability status or protected veteran status.

ODL offers a solid track record of growth and expansion in a highly competitive industry as well as a complete benefits package including health/prescription options, dental insurance, vision insurance, short term disability, LTD option, basic life insurance, additional life insurance amounts available including spouse and dependent child coverage through payroll deduction, flexible spending accounts and 401(k) with a company match.

Please apply via email to: [human.resources@odl.com](mailto:human.resources@odl.com)

For a complete listing of ODL Open Positions please visit <http://www.odl.com/careers.htm>