



JOB TITLE: Sales Manager

LOCATION: 2163 Northdale Blvd. NW, Coon Rapids, MN 55433

REPORTS TO: President

COMPANY OVERVIEW:

Integrated Building Solutions LLC ("IBS") is a nationally recognized consulting and construction management firm specializing in electrical, fire, and HVAC systems. We provide a lifecycle of services including consulting, engineering, construction, commissioning, maintenance, and training throughout North America.

POSITION DESCRIPTION:

You are the right person in the right seat if you have demonstrated skills that reflect our core values: We **CARE**, We **LISTEN**, We **ANTICIPATE**, We **INNOVATE**, and We **DO**. The ideal IBS Sales Manager is a highly creative influencer with exceptional communication skills and strong emotional intelligence. The Sales Manager is primarily responsible for customer development, revenue generation, customer management, and long-term business development. The Sales Manager is an integral part of the IBS team. They are the quintessential person responsible for new customer engagement, customer management, and development of the customer throughout their IBS experience. They are a strong team player that excels at winning with others.

RESPONSIBILITIES:

- Prospecting for new customers and service opportunities, through market analysis, research and existing customer engagement.
- Establish relationships with end users, key contractors and engineers; cross-selling with project managers as appropriate.
- Full management and ownership of the company CRM.
- With the assistance of the Leadership Team, strategize and plan marketing efforts.
- Has full accountability for sales goals.
- Maintain and develop customer relationships to secure future work.
- Prior to close-out of projects, advises team of additional opportunities with customers.
- Track sales activities and forecast sales opportunities.
- Strong team player with others inside and outside the company.
- Suggest solutions based on current and emerging market technologies.

REQUIREMENTS & QUALIFICATIONS:

- Creativity – This role requires the individual to solve problems and develop creative solutions for projects.

- Planner – This role requires the individual to create project plans and be forward thinking when doing so.
- Accountability – This individual is responsible for ensuring sales goals are completed accurately and on-time. This role is held accountable for projected company revenue and profit. This person also creates schedules and will be expected to meet milestone deliveries.
- Influencer – This individual is expected to have a high-level of industry and sales expertise. With that expertise, this person needs to influence new and existing clients. They need to sell ideas and help shape decision criteria with prospects and clients.
- Emotional Intelligence – Given the responsibilities of the role, this individual needs to have high emotional intelligence as this person works with peers, prospects, and clients. This can be a stressful role and emotional intelligence is necessary.
- Travel – It is expected that this person will be on overnight travel approximately 40% of the time. This person will need to travel as the job requires.
- Inquisitive – With both prospects and clients, this person needs to be inquisitive to fully understand the scope of the project and the needs associated with it. This individual cannot be afraid to ask the questions that need to be asked.
- Self-starter – This individual will work in an environment where not all processes and procedures have been developed. It is expected that this person will bring forward ideas to improve what has been developed. When this person needs help, it is up to this individual to seek it.
- Technology – Knowledge of network devices like smartphones, computers, and tablets is essential to the company's and employee's success as is a high-level use of Microsoft Office suite, especially Word, MS Project, and Excel. This person will also need to know how to use a typical CRM.
- Self-confident – This person needs to communicate confidence without coming across as arrogant. The company culture is one of "prove it to me," before fully accepting new team members. Plus, when working with prospects and clients, the company entrusts this person to find new clients and opportunities and to lead those efforts to new work and revenue.
- High School diploma with trade and/or college management schooling or related field
- Minimum five (5) years of sales experience in construction with electrical, and/or fire, and/or building automation experience preferred
- Valid driver's license required

BENEFITS:

- Employee provided Medical, Dental, Term Life, and Long-Term Disability insurance
- Paid Vacation, Sick, and Holiday time
- 401(k) Retirement Plan and Profit Sharing
- Airline / Hotel / Car points and/or miles
- Community involvement and volunteer opportunities'

IBS is an equal opportunity employer and affords equal opportunity to all employees for all positions without regard to race, color, religion, gender, national origin, age, disability, veteran status or any other status protected under local, state or federal laws.