

CLIENT:

Founded in 1995 and located in Norwood, MA, **American Holt** (www.americanholt.com) is rapidly becoming the nation's leading independent supplier of high quality generic replacement parts for high volume packaging, processing and converting machinery. Serving Fortune 500 Companies across an array of industries, American Holt (AH) is a full service engineering company focused on the reverse engineering and manufacturing of aftermarket parts. Privately held and with beginnings in the envelope converting industry, American Holt has, in the past few years, experienced dramatic sales growth, as its reputation for providing quality replacement parts at highly competitive cost savings has grown.

As one measure to effectively respond to and steward this growth, American Holt seeks a bright, proactive, growth-oriented, entrepreneurial sales professional to take on and implement the role of **National Sales Manager**. The right candidate will be a top performer with a successful track record of consistently exceeding sales quotas and targets that can walk into a sales management role, analyze the process and quickly create and drive an action plan to increase performance.

RESPONSIBILITIES:

The National Sales Manager (Manager) will be responsible for the overall coordination, management and leadership of all of the sales activities of the business. The position reports directly to the President and Founder. S/he, in coordination with the President, will establish both market and target customer strategies for American Holt. The Manager will develop strong relationships with all stakeholders and will act as a key member of the senior management team. Further, this position is responsible for the management, development and leadership of the sales staff. S/he will have over 10 years experience managing and training staff by monitoring productivity, enhancing sales force skill sets and evaluating staff performance on an ongoing basis. The Manager will be responsible for all elements related to sales performance including customer satisfaction, sales strategy/planning, forecasting and staff development.

Additionally, the Manager will be in a key role to identify and build new business opportunities with potential customers. S/he will provide the platform to develop and drive annual sales and marketing plans in support of the organizational strategy and objectives. S/he will be responsible for the successful management of customer's needs in order to meet overall business plans and strategies. S/he will manage and maintain effective customer relationships utilizing the "voice of the customer" outside/in viewpoint to ensure ongoing customer satisfaction.

S/he will define and manage the monthly and annual sales objectives for all of the sales personnel. S/he will develop new customer relationships by establishing realistic sales goals, encouraging high levels of face-to-face interaction by the field sales force, identifying new sales opportunities and monitoring new sales growth.

QUALIFICATIONS:

The National Sales Manager will be a seasoned leader with ten or more years sales experience with the ability to exceed sales goals, develop and deliver presentations, and manage multiple priorities and projects. S/he will have been a sales manager in the manufacturing industry and preferably with machinery or mechanical components. S/he will have developed and executed tactical sales plans including quotas and account objectives. S/he is expected to be knowledgeable of market and industry trends, competitors, and leading customer strategies and will travel 5-10 weeks per year including trade shows. S/he will have strong negotiating skills and capacity. S/he will be computer literate and is comfortable with sales tracking programs such as Salesforce. The ability to read blueprints is a plus. A bachelor's degree is required.

S/he will be an advocate and coach for the sales staff as well as someone who can foster a team atmosphere. S/he will be someone who values other's opinions but can also be straight forward and make difficult decisions. The successful candidate will be customer focused and known for building relationships. S/he will be organized, always prepared, and highly efficient. S/he will have flawless follow-up. S/he will have a high energy level, curiosity and ambition as well as a sense of humor. The Manager will have strong written and verbal communication skills and equally strong listening skills.

Because this is a small, entrepreneurial company, it is expected that this person will become a trusted member of the senior management team, leading both by example and through effective mentoring of junior staff members.

Hiring will be dependent upon successful completion of a background check and drug screening, in accordance with company policies and federal and state guidelines.

COMPENSATION:

Compensation is both competitive and commensurate with experience. American Holt is an equal employment opportunity company.

TO APPLY:

Due to the pace of this search, candidates are encouraged to apply as soon as possible, but no later than May 31, 2010. Applications including a cover letter, your resume (in Word format), salary history and where you learned of the position should be sent to: AHC.NSM@gmail.com. Please type your name (Last, First) as the only contents in the subject line of your e-mail. No phone calls please.