SALES MANAGER

Job Posting: 15-IGC-IL-003

Date posted: October 8, 2015

Location: Danville, IL

Status: Regular, Full-Time

International Greenhouse Company (IGC) is seeking an experienced Sales Manager to be a part of our management team. If you are enthusiastic, self-motivated, and possess sound management and leadership skills with the ability to communicate, innovate, inspire and set the tone for the sales team, lead customer service, analyze and manage growth prospects, this is your opportunity to excel your career with IGC!

Reporting directly to the President, this position will take full accountability for the management of day-to-day sales operations and IGC’s customer service department at our Danville, Illinois, facility, to include training and development of a small, diverse team.

Key responsibilities will include, but are not limited to:

- Directing and coordinating an experienced sales team (inside and outside sales) by establishing sales plans, quotas, and goals.
- Designing a system to plan, monitor, evaluate and appraise sales team performance and provide coaching skills to improve sales performance, sales rep engagement, reduce turnover, and improve job satisfaction.
- Identifies product distribution opportunities by analyzing strategic objectives for products; collecting information regarding channel sales, account differentiation, sell-through, fulfillment, and profitability; integrating information across channels; optimizing resources; identifying risks and benefits.
- Managing the overall performance of the customer service department and ensure that customers are retained, satisfied, and that their needs are fulfilled.
- Handling and resolving escalated customer issues, to include managing customer complaints regarding sales and service in order to improve sales life-cycle.
- Working with purchasing and marketing team to manage changes of the product catalog, evaluating the impact of online activity to help ensure that the online content is always up-to-date, timely and relevant.
- Consulting and working with marketing team to develop annual advertising and promotional schedule.
- Meeting financial objectives by forecasting requirements (e.g., sales, gross profit, and expenses); preparing an annual sales budget; scheduling expenditures; analyzing variances and initiating corrective actions to achieve desired ROI.
- Establishing sales objectives by forecasting and developing annual sales projections for customer and product segments; project expected sales volume and profit for existing and new products.
- Maintaining professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies relating to lawn and garden, horticulture, outdoor living, e-Commerce, or related affiliations.
- Keeping current on the global e-commerce trends by researching industry and related events and announcements, adjusting marketing strategy and sales plan based on the changing needs of merchants.
• Contributing to website content development (website design, product/service catalogs, product/service merchandising, in-site advertising, navigation and usability).
• Locating or proposing potential business deals by contacting potential partners; discovering and exploring opportunities.
• Managing and growing all online sales channels.
• Performing all other duties as assigned or requested.

Essential skilled required:

• High school diploma and BS/BA in Marketing or related field, with 10+ years of experience of managing a team of sales representatives.
• Experience with account planning, analysis, mapping, identifying trends, goal setting, and performance management are all key requirements.
• Ability to communicate, innovate, inspire and set the tone for the sales team.
• Ability to train, supervise, coach, coordinate and conduct product presentations.
• Ability to understand complex business issues and help their sales reps view IGC’s business strategically.
• Ability to manage and lead across highly cross-functional teams.
• Self-motivated, hands-on, and able to multi-task across a range of programs in a fast-paced dynamic environment.
• Must possess exceptional written and oral communication skills to communicate clearly with direct reports, other IGC staff, vendors and customers.
• Must be proficient with Microsoft office applications, specifically MS Excel and Outlook.
• Must pass pre-employment and random employment drug screens.
• Relocation assistance will be considered for this position.

Preferred candidates will have the following experience, but is not required:

• Experience in lawn and garden, horticulture, outdoor living or related industry
• Experience managing an ecommerce team
• MBA

Salary and bonus program will commensurate with experience.

Benefits include: Medical (80% employer paid for EO), Dental and Vision (100% employer paid for EO); Paid Sick, Vacation, and Holidays; Flexible Savings Account, Savings Plan with Company match; and Education benefits

To be considered, all applicants must submit resume to: jobs@igcusa.com and reference job# 15-IGC-IL-003. If you need assistance, please contact Barbie George at 217-443-0600.

This posting will remain active until filled.

IGC is proud to be an equal opportunity employer.