

Regional Sales Director - North

Position Overview:

LAPP Tannehill is seeking an energetic and motivated Regional Sales Director to join our team in the north region. We are a leading national distributor of cable, connectors and electrical connectivity technologies based in Savage, Minnesota. Under the direction of the Managing Director, this position has the overall responsibility for the Sales performance of the North Region. This individual is responsible for promoting and selling the products and capabilities of LAPP Tannehill, Inc., and the overall results of his/her assigned region and the professional development of the Sales personnel. Primary activities in this role are the coordination, evaluation, and supervisory responsibilities of their team while executing the directed sales process and helping to lead the organization's digital Sales efforts.

Primary Responsibilities:

- Provides leadership while mentoring the daily performance of the Sales Team North
- Responsible for the development, implementation and management of the sales initiatives & strategies that support the sales and gross profit goals of the company as well as short- and long-term sales plans, including forecasts and projections specific to the defined markets (OEM, MRO, Automation, and Industrial Projects.)
- Responsible for assisting in recruitment as well as professional development and support of his/her sales personnel, including the development of strategic goals and holding those accountable for achieving those goals.
- Participates in the identification of sales opportunities for new products serving existing target markets being pursued
- Personally maximize sales in the assigned region, as well as define, develop, measure, and achieve objectives that are in line with the goals and objectives of the Lapp Group
- Establishes benchmarking criteria and performance standards
- Participates with the Managing Director, and other Lapp company's senior management in the creation of strategic plans and objectives
- Fosters and nurtures the organizational expectation of "Total Customer Satisfaction" and "Continuous Improvement"
- Identifies new market opportunities and recommends action plans
- Defines and communicates market trends and issues that affect the company's sales environment. Focus on new business growth (research & recommend new products) with the entire sales team.
- Develop, implement, and manage a strategic plan to attain these growth goals

Qualifications:

- Possesses energy, proven ability to execute, has an executive presence, knows how to motivate people from diverse backgrounds, a sense of urgency, and strikes a work/life harmony for him/herself and team.
- Skills, knowledge and/or demonstrated ability to elicit spoken and unspoken customer needs and translate into actionable business strategy for LAPP.
- Ability to manage many and changing priorities while meeting critical business commitments. Demonstrates attention to detail and accuracy in all aspects of work product.
- Demonstrates group presentation skills and able to present data and relevant analysis effectively.
- Demonstrates excellent interpersonal skills, strong work ethic, and a positive attitude.
- Ability to communicate and collaborate across the global organization to achieve stated objectives regarding revenue, profitability, and market share.
- Upholds organizational values and demonstrates a working knowledge of company policies and procedures.
- Possession of a bachelor's degree in engineering or business from an accredited College or University and/or 10 years of experience with leading Distribution Sales in the Wire & Cable business.
- Demonstrated strong leadership skills
- Demonstrated ability to motivate and lead others.
- Ability to recruit and retain high performing salespeople
- Must have demonstrated proven customer negotiation skills
- Must have demonstrated knowledge in Microsoft Office and CRM execution.
- Ability to motivate teams
- Strong understanding of customer and market dynamics and requirements.
- Ability to build trust, value others, communicate effectively, drive execution, foster innovation, focus on the customer, collaborate with others, solve problems creatively and demonstrate high integrity
- Excellent written and verbal communication.

Hybrid – 3 days in office