

SUCCESS PROFILE



position name

Sales Manager

location

Winnipeg

Department: Sales



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Edmonton, AB Canada



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OUR VALUES & HOW YOU LIVE THEM

INNOVATIVE.

Think ahead to stay ahead.
Constant improvement.
Small things matter.

DRIVER.

Stay hungry and act with urgency.
Think and move quickly.

OWNERSHIP.

No excuses.
100% accountability.
Act responsibly.
Stay committed. Stay lean.

CARING.

For employees, partners and community.
Show respect and remain humble.

INDIVIDUAL.

We work with great people and expect a lot from them.
We challenge each other's ideas openly.
We value diversity in people and ideas.



all about you.

We start with ourselves and model the behaviors we want to see. Our employees are at the heart of our success and the drivers of our company. Our innovation, excellence, collaboration, and growth are possible due to the energy and passion that our team brings every day.

We are purposeful and intentional in our actions. We challenge assumptions by asking questions and listening with an open mind. We pursue excellence and embrace mistakes and setbacks as a source for learning. We choose a positive mindset and find the good, even in challenging situations.

Our employees keep us moving forward.



skills:

Analytical & Critical Thinking

Prioritization & Multi-Tasking

Networking & Relationship Building

Business Acumen

Mentoring, Training & Coaching

education:

Degree in Business
Administration or
Commerce.

Equivalent experience will
be considered.

certifications:

None.

your experience is:

- 10+ years of progressively responsible related career experience in sales leadership.
- Track record of successfully building, managing, and mentoring a strong, diverse team of sales professionals.
- Direct knowledge of the home-building or construction industry is preferred.
- Demonstrated ability to achieve significant objectives within a highly competitive market.
- Hands-on management style with a strong desire to motivate, coach and hold employees accountable.

competencies – you're good at:

- Highly effective prioritization, time-management and organizational skills.
- Outstanding communication, relationship-building and problem-solving skills.
- Highly organized professional with exceptional management skills; a talent for driving sales.
- You are inspiring and dynamic, someone whose vision and guidance has made a difference in their careers.
- Focused and driven to succeed, you take ownership for results and expect the same level of commitment and accountability from your team members.
- Willing to roll up your sleeves to get the job done, you operate with a sense of urgency without ever sacrificing the quality of your customers' experience.
- Known for your integrity and commitment to excellence, you take pride in the relationships you have built and the success they have created.

A TYPICAL WEEK LOOKS LIKE:

xx %

Type here

NOTE: as required, the above estimated role percentages (%) may be adjusted to ensure business needs and commitments can be achieved.



A TYPICAL WEEK LOOKS LIKE:

60 %

Sales Leadership

- Lead, create and execute Market Business plans, budgets, and strategies to meet or exceed the company's fiscal goals.
- Provide hands on leadership, direction and coaching to ensure the continual growth of new and existing customers, products and service offerings.
- Championing the use of Salesforce in managing the performance of our sales pipeline and customer service performance.
- Provide support in developing stronger partnerships with customers and reinforcing relationship building skills with your team.
- Collaborate with your team to ensure exceptional customer experience through responsiveness, speed to market and consistency.
- Participate in new business development and sales activities related to major opportunities.
- Analyze market conditions, economic factors and competitor movement to effectively position your branch to maximize business opportunities.
- Evaluate and monitor processes to build, support and manage a successful, professional sales network.
- Build relationships across the company to ensure alignment of goals, objectives and activities.

40 %

- Cultivate and maintain a winning culture by coaching your team to achieve assigned goals through effective behaviors and actions.
- Lead the development, training and coaching plans for all employees with respect to innovative thinking and continuous improvement initiatives, driving common vision and desire for profitable growth.
- Participate in training and development activities to expand product and industry knowledge.
- Participate in Industry Associations and be an active member of the community.
- Attend customer relations events to foster relationships and develop opportunities.
- You are a key member of the management team, collaborating with colleagues and customers to drive significant growth and deliver on the company's promise.

NOTE: as required, the above estimated role percentages (%) may be adjusted to ensure business needs and commitments can be achieved.



A TYPICAL WEEK LOOKS LIKE:

xx %

Type here

xx %

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working conditions:

- Lifting and/or carrying anywhere from 0lbs to 20lbs.
- Operate primarily in an office environment.
- Use standard office equipment such as laptop computers and smartphones.
- Flexible schedule, occasional weekend work.
- Frequent travel to support the department, attend meetings and training sessions.
- Pressure to produce tangible results and complete projects within tight timelines.

reports to:

Vice President – Sales

direct reports:

Builder Outside Sales Representative,
Commercial Outside Sales Representative,
Commercial Inside Sales Representative,
Inside Sales

pre-employ screening:

DISC Assessment.
Clear Criminal Background Check.
Class 5 Driver License.
Clear Driver Abstract.



employee name:

Type here

employee signature:

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date:

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