



**PEARSON PARTNERS INTERNATIONAL, INC.
POSITION SPECIFICATION**

**Regional Sales Manager
Manufacturing Company**

The Company

Our Client is headquartered in a major metropolitan area in the Southern United States. The Company manufactures and designs display-oriented (LCD) solutions with applications in industrial and commercial settings. The Company's customers use these solutions for a wide-array of purposes and, almost without exception, each solution is uniquely designed to meet a specific customer need. The customer base, while quite diverse, has a heavy concentration of large, multi-national organizations. In addition to its Headquarters in the United States, our Client has manufacturing facilities located in the Asia-Pacific region of the globe.

The Company has grown dramatically over the last several years and expects to continue this growth even in the face of a difficult economy. Additionally, the Company has been, and continues to project itself to be, quite profitable. The Company, in its continuing business operations, has identified a need to upgrade its sales efforts through hiring a new Regional Sales Manager based in its Corporate Headquarters.

The Position

Location

Multiple locations across the United States.

Reporting Relationships

The Regional Sales Manager will report to the Director of Sales and will work closely with the engineering and design teams at the Company. This person will interact heavily with customers and prospects throughout the sales process. Additionally, this person will have significant interaction with other functional staff members as well as the corporate management team.

Responsibilities

The Regional Sales Manager is responsible for profitably increasing the Company's revenues in the region assigned as well as with any specific customer accounts assigned. Specifically, this position is responsible for:

- Increasing bookings and revenues for all existing accounts assigned.
- Selling solutions and developing new accounts for the Company.
- Using technical expertise and consultative sales skills to uncover needs and opportunities with clients and then providing creative solutions to those needs and opportunities.



- Developing short and long-term goals and strategies for sales and business development.
- Responsible for revenue generation and meeting or exceeding annual revenue goals.
- Providing continual communication to Executive Management regarding sales progress and forecast.
- Managing the Manufacturer's Representatives in the territory.
- Working closely with engineering and customer support teams.
- Conducting other tasks and special projects as assigned.

Travel

Up to 30%.

The Candidate

Education

Required to possess a Bachelor of Science Degree in Electrical Engineering (or equivalent). A Masters degree in engineering and/or business is preferred.

Professional Qualifications

A minimum of eight years total professional experience is required. Must have several years of career experience in engineering. Must have a minimum of five years of experience in relevant sales work. Additional qualifications:

- Sales and account management experience.
- Must be both a "hunter" and a "farmer" as it relates to selling.
- Industry experience in LCD, Panel PC, Industrial PC, HMI (Human Machine Interface), embedded computing and/or Display System Solution would be strongly preferred.
- Background in sales engineering, technical sales and application field engineering is strongly preferred.
- Ability to easily discuss technical matters with customers' engineering teams.
- Self-starter who possesses a consultative sales style and is comfortable doing a lot of due diligence to ascertain customers needs/opportunities.
- Be a strong team player who is able to work across multiple functions and disciplines. Must have the ability to influence other departments to aid in getting tasks completed.
- Strong project management skills and follow through skills.
- Must have a demonstrated ability to influence and collaborate with others.
- Have strong verbal and written communication skills that will allow them to express key points in a clear manner.
- Previous experience managing manufacturers' representative firms would be a positive.
- Ability to work across many cultures and time zones as the customer base is very geographically dispersed.



- Have the ability to work independently and in a hands-on manner to support the Company's objectives.
- Have the ability to travel and work for extended periods of time to meet deadlines for special projects.
- A strong business partner who understands how this role fits into the overall Company's objectives.
- Experience working in both large and small companies would be preferred.
- Strong process orientation is required.
- Strong ability to influence and work through others who are not direct reports.
- Well-developed ability to see the big picture, someone who can think strategically yet still is able and willing to get into the details.

Personal Characteristics

- Flexible interpersonal style (must be able to work with many different personality types)
- An ability to use diplomacy and influence others in a positive way.
- Creative thought processes (an "out of the box" type thinker).
- Willingness to do whatever is necessary to get the job done.
- Must be team-oriented, mature and able to resolve conflict.
- High level of self-confidence and entrepreneurial style yet willing to check ego at the door—must have a "down to earth" style.
- A results-focused and action-oriented attitude.
- An analytical mind with a problem solving style.

To learn more about this opportunity or provide a confidential referral, please contact:

*Pearson Partners International, Inc.
8080 N. Central Expressway, Suite 1200
Dallas, Texas 75206
214-292-4140 – Fax
response@pearsonpartnersintl.com*

Reference Code: Regional Sales Manager_Manufacturing_257-01_PPI

[Click here to visit the Pearson Partners International web site](#)