

HARPER INTERNATIONAL

POSITION DESCRIPTION

The Position Description is the tool used by Harper International to communicate and clarify the essential job functions, establish the basis for performance expectations, and identify training needs for each position.

Part I - Reporting Structure

Job Title: Sales Engineer / Sales Manager

Date of last revision: May, 2012

Reports To: Director of Sales

Department: Sales

Status: Exempt

Completed By: HR

Part II – Position Objective

To support the organization by learning a multi-faceted sales approach:

- Developing the necessary skills to analyze markets & subsequently developing strategies for the application of applicable technologies
- Cultivating the aptitude for negotiating & closing high-value, long-cycle sales
- Focusing on building and maintaining customer relationships through direct sales

Part III – Job Responsibilities

Essential Duties

1. Collaborate with sales & marketing colleagues to analyze opportunities and utilize information to develop sales strategies that align with corporate goals or group sales/revenue/profit targets.
2. Implement sales strategy to win business.
3. Continually refine & update technical knowledge base in order to understand customer's technical requirements and applicability to Harper business.
4. Develop and maintain a thorough understanding of core competencies and applicable technologies in order to "sell capabilities".
5. Acquire an aptitude for identifying decision makers & transcending gate keepers.
6. Assist with & oversee tender management in order to design a compelling solution that meets the customer's needs while minimizing the overall risk.
7. Maintain customer data, interactions in CRM system in order to facilitate data driven business intelligence.
8. Work closely with Applications, Technology, Engineering, and Manufacturing to guide the organization to target sales objectives.
9. Perform hands-on global sales activities from the generation of leads to development of sales proposals and contracts through to the closing of the sale.
10. Effectively utilize commission-based agents to generate leads and effectively close business deals.
11. Develop & deliver technical sales presentations that align Harper capabilities with customer needs.
12. Assess market competition and communicate relevant information as needed.
13. Determine the optimum mode of operation, in terms of territory, new business, and product lines
14. Position requires 60%+ travel (both domestic & international)

IV – Knowledge, Skills, Education

1. 5-7 years of experience in Sales/Applications Engineer role or equivalent
2. BS degree (preferred disciplines: Chemical, Ceramic, or Materials Engineering)
3. Engineering experience with complex, custom design & build processing systems extremely desirable.
4. Candidate must be outgoing & possess a strong propensity for value selling
5. Knowledge of Thermal process systems helpful.
6. International travel and/or study abroad experience ideal

VI - Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to walk. The employee is frequently required to sit, use hands, reach with hands and arms, talk and hear. The employee is occasionally required to stand.