

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: Director of Sales

Date of last revision: October, 2009

Reports To: President

Department: Sales

Status: Exempt

Completed By: HR

Part II – Position Objective

To support the organization by developing and utilizing a multi-faceted sales approach: Analyzing markets to guide sales & marketing functions, developing strategies for the application of new/innovative technologies, and focusing on building and maintaining customer relationships through direct sales.

Part III – Job Responsibilities

1. Perform hands-on global sales activities from the generation of leads to negotiating contract terms and conditions through to the closing of the sale.
2. Work with inside sales to respond to customer inquiries and transition them into opportunities.
3. Effectively utilize CRM system in order to streamline sales processes and drive strategic decisions.
4. Develop and maintain a thorough understanding of core competencies and applicable technologies in order to “sell capabilities”
5. Analyze opportunities and utilize information to develop sales strategies that align with corporate goals or group sales/revenue targets.
6. Work closely with Applications, R&D, Engineering, and Manufacturing to guide the organization to target sales objectives.
7. Effectively utilize commission-based agents to generate leads and effectively close business deals.
8. Establish and maintain high-level industry relationships.
9. Assess market competition and communicate relevant information as needed.
10. Demonstrate leadership ability by influencing a team of engineers, the internal sales organization, and the project execution group.
11. Determine the optimum mode of operation, in terms of territory, new business, and product lines
12. Position requires 60%+ travel (both domestic & international)

IV – Knowledge, Skills, Education

1. Bachelor's degree-Engineering degree preferred or equivalent technical industry sales experience
2. 5+ years of demonstrated, progressive direct sales experience with a global focus.
3. Experienced in selling technology driven, large capital equipment.
4. Contract experience a plus.
5. Ideal technical experience would include materials, ceramics, chemical, composites, etc...
6. Knowledge of high temperature processing a plus.

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.