

# 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

<b>Name:</b>	<b>Date:</b> March, 2011
<b>Job Title:</b> Sales Engineer	<b>Department:</b> Sales
<b>Reports To (Position) :</b> President	<b>Supervises (Positions):</b> 0
<b>Status:</b> Exempt	
<b>Completed By:</b> HR Manager	

### 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

#### Essential Duties

1. Analyze market data in order to identify opportunities & work with sales & engineering to further develop those opportunities.
2. Develop & maintain a thorough understanding of core competencies & applicable technologies in order to “sell capabilities”.
3. 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.
4. Work closely with Applications, R&D, Engineering, and Manufacturing to effectively communicate & coordinate customer requirements & business objectives/sales targets.
5. Maintain a focus upon achieving sales goals in new business development within applicable markets.
6. Establish and maintain high-level industry relationships.
7. Assess market competition and communicate relevant information as needed.
8. Effectively utilize commission-based agents to generate leads and effectively close business deals.
9. Demonstrate a commitment to teamwork & collaboration
10. Determine the optimum mode of operation, in terms of territory, new business, and product lines
11. Position requires 50%+ travel (both domestic & international)

**IV – Knowledge, Skills, Education**

Knowledge, Skills, Education
1. BS or MS degree in Chemical or Material Engineering.
2. Engineering experience with complex, custom design & build processing systems extremely desirable.
3. A minimum of 3 years professional experience- must include positions with progressively greater levels of customer interaction
4. Candidate must be outgoing & possess a strong propensity for technical sales.
5. Ideal technical knowledge/experience would include materials, ceramics, chemical, composites, etc...
6. Knowledge of Thermal process systems a plus.
7. International travel and/or study abroad experience ideal

**V- Work Environment**

1. Office environment, majority of time to be spent at a computer or on the phone
2. Some walking in between buildings is required

**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.

The employee must regularly lift and/or up to 20 pounds. 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, stoop, kneel, crouch or crawl.