

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

Department: Sales & Marketing

Date of last revision: 2025

Status: Exempt

Reports To: VP Sales & Marketing

Completed By: VP Sales & Marketing

Part II – Position Objective

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

- Support Company growth through the achievement of customer bookings targets.
- Implement Company sales processes in the pursuit of new high-value, long-cycle sales.
- Support the preparation and delivery of winning proposals.
- Focus on building and maintaining customer relationships through direct sales.

Part III – Job Responsibilities

Essential Duties

1. Collaborate with sales and marketing colleagues to analyze leads and opportunities and utilize information to develop sales strategies that align with corporate goals or group sales/revenue/profit targets.
2. Implement sales strategy to pursue and win business.
3. Continually refine and 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. Qualify inbound leads as a fit with Harper using existing filters.
6. Maintain customer data and interactions in CRM system in order to facilitate data driven business intelligence.
7. Develop and deliver technical sales presentations that align Harper capabilities with customer needs.
8. Work closely with Applications, Technology, Engineering, and Manufacturing to deliver technical presentations and winning proposals.
9. Perform hands-on global sales activities from the qualification of leads to development of sales proposals and contracts through to the closing of the sale.
10. Effectively utilize commission-based agents to obtain customer requirements, build customer relationships, and effectively close business deals.
11. Acquire an aptitude for identifying decision makers and transcending gate keepers.
12. Assess market competition and communicate relevant information internally.
13. Position requires 30%+ travel (both domestic & international).

IV – Knowledge, Skills, Education

1. Bachelor's degree (preferred disciplines: Chemical, Ceramic, or Materials Engineering)
2. Engineering experience with complex, custom design & build processing systems is desirable.
3. Knowledge of thermal process systems, high temperature materials, and inorganic chemistry is a plus.
4. Candidate must be outgoing and possess a strong propensity for technical selling.

V - 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.

VI – Compensation

\$95,000-\$105,000 annually

Individual compensation is based on various factors unique to each candidate, including skill set, experience, qualifications, and other position related components.