



SALES MANAGER

Viridian takes amazing wood and makes it into quality paneling and tables. We need an analytical, experienced Sales Manager to lead our team. In this critical role you will help set the company's sales goals, product mix and prices. You will also streamline the sales process, so you need to be a leader that genuinely enjoys supervising and nurturing Field Reps and inside Account Managers.

In the first half of 2021 we simplified our product offerings to be a "mass custom, make-to-order" table and paneling supplier, we retained multi-line independent Field Reps in major markets throughout the US, and we are about to unveil a completely online ordering system/customer portal. We are growing, and you will oversee scaling up, hiring and training a team of A-Players. Viridian was voted one of The Oregonian's Top Workplaces in 2019 so you have a great base to build from!

If you can rally a team, deliver results, and you want to take our sales organization to the next level, we want to hear from you!

RESPONSIBILITIES

- Plan, schedule, and direct activities of our Sales Department, consisting of 20+ Independent Field Reps, 1 employee who travels to oversee Field Reps, and 4 inside Account Managers.
- Create demand forecasts and analytics to plan for company growth.
- Maintain sales volume, product mix, and selling price by keeping current with supply and demand, changing trends, and competitors.
- Set monthly, quarterly, and annual sales quotas and development plans for your team
- Track leading indicators to make sure we stay focused on sales and on trend with customer needs.
- Work closely with our Operations Manager to set sales and gross margin forecasts by product, capacity planning and other company goals.
- Directly manage the relationship with our largest national accounts and monitor the key accounts of your Account Managers.
- Streamline the front-end sales process to only the essential activities that matter to the customer, ensure the customer experience and messaging from Sales staff is consistent and positive.
- Set clear accountabilities and expectations for each employee, provide them the training and tools to succeed, coach (and discipline) when needed, and meet with each individual regularly to monitor and appraise their job results.
- Manage CRM (Odo) administration to improve efficiency and accuracy of the pipeline.
- Relentlessly pursue the reduction of waste in all forms.
- Build smart compensation plans and incentives that reward the behaviors needed to achieve company goals.
- Develop and implement national sales programs to drive new business, deepen existing relationships, and penetrate adjacent markets.
- Resolve warranty claims to mutual satisfaction.
- Travel approximately 1 week per quarter for trade shows, Field Rep, and customer visits.

QUALIFICATIONS

- 5+ years' sales experience. Mass custom/make-to-order manufacturing and sales to A&D, workplace, or hospitality experience is helpful but not required.
- 3+ years' experience as a Sales Manager leading a team our size or larger, including hiring, goal setting, performance reviews, coaching and discipline.
- Create and execute sales plans that include pricing, demand planning, sales forecasting, and annual budgeting.

- Daily use of G-Suite, Excel, CRM & Sales software to analyze data, track metrics and monitor progress.
- Communicate and present data in a way all team members can understand and use to drive their decisions.
- Demonstrate you can develop rapport, set individual goals, communicate clear expectations, coach, and hold your employees and Field Reps accountable.
- Convey information via multiple channels and modalities to reach remote and office staff.
- Proactive problem solver that thinks and acts independently.
- Extremely organized and able to keep your team organized and following your procedures.
- Lean Manufacturing / Six Sigma experience is helpful but not required.

THE BENEFITS

- \$75,000 - \$90,000 D.O.E. + companywide bonus based on net profit
- 2 weeks paid time off in year 1 (2½ in year 2 and 3 in year 3)
- 7 paid holidays
- Medical, dental and vision insurance
- 4% company-matched 401(k) savings plan
- Shop time and use of equipment for personal projects
- Monthly happy hours, lunch, quarterly celebrations
- Work on a friendly and diverse team.

Giving new life to old wood takes a lot of creative energy. We love what we do, we work hard, and we have a lot of fun while we do it!

APPLY NOW!

Cover letters are boring. Send your resume to a-player@viridianwood.com and briefly tell us about yourself, what sets you apart, and why you want to join our team.

We are committed to equal opportunity for everyone.