

# SSC INC

## Sales Manager

FULL TIME • UNION CITY

SSC Inc. is looking to hire an exceptional Sales Manager. To develop and grow sales with new and existing accounts. Responsible for managing all aspects of sales, profitability, and budget; including the day-to-day activities of the sales staff and managing all key accounts. Must live in or within commuting distance to Union city CA. This is not a remote position.

### ESSENTIAL FUNCTIONS AND RESPONSIBILITIES TO INCLUDE, BUT NOT LIMITED TO:

- Perform and manage sales cycles for you and your department.
- Build and foster teamwork at all times using learned skills and company-support performance management tools and training and development programs.
- Design and implement strategic account management process
- Develop and implement business processes to improve the results of the sales team.
- Monitor, manage, and track sales, margins, expenses, and overall sales results for the branch.
- Supervise and direct the sales team to ensure individual and department goals are met.
- Manage budgeted sales and gross profit budgets.
- Monitor and enforce policies, procedures, and service standards for the department, meeting company-defined standards and maximizing customer satisfaction.
- Manage customer base to achieve the target.
- Understand and take advantage of competitor's strengths and weaknesses.
- Deliver product and sales presentations to customers, suppliers, and staff.
- Handle key customer calls relating to accounts, orders, complaints, new business, etc.
- Inform executive staff of sales trends within their own region.
- Maintain detailed knowledge and educate the sales staff on the company's products and promotions.
- Train sales staff, as needed.
- Report variances with corrective actions to the sales manager and sales supervisor once per period.
- Utilize order and pricing guides
- Support daily push and extra value items
- Attend sales and manager's meetings and training programs.
- Coordinate with customers, operations, outside sales, and sales representatives.
- Oversee and strategize accounts with individual recruiters.
- Build a solid inside sales/lead generation team that exceeds sales goals
- Ensure that the sales pipeline remains full of qualified leads and prospects

- Monitor employee productivity and motivate the team to reach daily dial goals
- Coordinate department activities and projects to meet project timelines
- Evaluate and improve inside sales and sales administration processes
- Supervise team in accordance with company policies and procedures
- Provide coaching for existing Account Executives, and training for new sales representative
- Work with Human Resources to determine appropriate staffing levels
- Conduct employee interviews, and orientations, and hire/fire staff
- Manage performance and salary reviews and develop employee plans
- Resolve interpersonal issues within the department and escalate if required
- Schedule and lead department staff meetings, workshops, and functions
- Report to Vice President on sales metrics, opportunities, and threats
- Suggest improvements that can be made to increase the value of collateral
- Ensure accurate and complete information is captured in the customer relationship management system. Provide data quality checks weekly
- Maintain inventory control
- Perform other duties, as assigned.

#### **KNOWLEDGE AND SKILL:**

- Minimum of three years in the food industry
- Minimum of three years of experience directly managing a sales team
- Microsoft Office Suite (Excel, PowerPoint, Word, Teams)
- Excellent written and oral communication skills
- Proficient with Microsoft Office (Word, Excel, Outlook)
- Versatility, flexibility, and a willingness to work within constantly changing priorities and workflow with enthusiasm
- Acute attention to detail and multi-task
- Strong organizational, problem-solving, and analytical skills
- Excellent customer service skills
- Ability to understand and follow written and verbal instructions
- Professional appearance and demeanor
- Willingness to work some evenings and weekends as needed
- Excellent interpersonal skills and commitment to working with cross-functional teams

#### **Preferred:**

Experience leading a specialty meat and seafood sales force

Bachelor's degree from an accredited college or university in related field

Bilingual is a plus

#### **PHYSICAL DEMANDS**

Flexibility to adapt to all situations and work varied hours; possible work weekends and/or evenings.

**Base salary plus attractive commission incentive program.**