



7135 Madison Avenue West
Minneapolis, Minnesota
55427-3601

In USA 1-800-879-3677

+1-763-746-8400

Fax: +1-763-746-8408

www.aeromix.com

E-mail aeromix@aeromix.com

Position Title: **Regional Sales Manager**

Reports to: **US Sales Director**

Primary Objective of Position:

Sell direct and manage Representatives, Distributors. Set up and manage distribution channels for all AEROMIX products in your region. Assist customers in the application of our products and services. Sell all AEROMIX equipment with equal energy. Grow and improve performance of Representatives and Distributor groups in the region. Seek out, sign on, and train new Representatives and Distributors. Train Representatives and Distributors on all AEROMIX products. Report to AEROMIX management on expected sales and performance of Representatives and Distributors. Provide exceptional responsiveness to customers and maintain a highly motivated and committed Distribution network.

Major Areas of Accountability:

- 1) Achieve sales and gross margin goal - determine best method to make all sales whether direct or through Sales Representative/Distribution channel. Hire and fire Representatives and Distributors as needed to achieve revenue and gross margin goals and develop the region.
- 2) Sales Plans/Forecast - monitor and analyze performance of Representatives and Distributors and create plans for each to improve sales and customer support. Communicate and discuss plans and sales forecast with company management.
- 3) Communication – consistently maintain contact with all Representative and Distributor personnel to build loyalty and motivation.
- 4) Lead follow-up and Inquiry review – contact all new leads for region and either pursue directly or pursue using a selected Representative or Distributor. Review all new inquiries and either pursue directly or through selected Representative or Distributor. Assure all leads and requests are aggressively pursued.

- 5) Quote follow-up – routinely follow up all open quotes. Work with Customer Support Group to assure SalesLogix is kept current and all relevant notes and updates are recorded.
- 6) Measure and report performance – provide at least monthly reports to company management of the expected sales from your region and the status of the various Representatives and Distributors within the region.
- 7) Training – be a training leader for your Representatives and Distributors. You are responsible and accountable to train all Representatives and Distributors in your regional on all AEROMIX products they sell and to maintain their education at a high level.
- 8) Publish – write at least 2 Case Histories per year related to installations in your area including pictures and customer testimonials.
- 9) Product Improvement/Sales Materials Improvement – recommend product changes to engineering and manufacturing on how our products can be improved to increase our competitiveness. Recommend how our marketing and sales support material can be improved to increase competitiveness. Show evidence of your recommendations.
- 10) Knowledge – maintain a high level of personal knowledge on AEROMIX products, competitor’s products, water and wastewater processes and other knowledge areas critical to sales success. Show evidence of knowledge you have gained in the last year.
- 11) Applications support - direct and assist Representatives, Distributors and customers on the application of AEROMIX equipment.
- 12) Enforce company commission policy – understand and enforce company commission policy to fairly compensate Representatives while appropriately paying commissions for actual work done.
- 13) Effectively manage work teams – lead and manage ad-hock teams of individuals within AEROMIX in support of Representatives, Distributors and customers.
- 14) Communicate in person, verbally, and in written form - clearly and professionally communicate technical and sales information to Representatives, Distributors and customers. Clearly and effectively communicate verbally and in written form the performance of Representatives and Distributors to AEROMIX management and the Representative and Distributor.
- 15) Represent AEROMIX on-site - travel to visit directly with the Representative, Distributor and/or customer and professionally represent AEROMIX in a sales, management, technical support, and service capability. It is expected that travel will be 50% of the time.
- 16) Knowledge of company systems and software - acquire working knowledge of company policies, procedures and software. Efficiently utilize these in the course of accomplishing other tasks.

17) Recommendations - Recommends methods, procedures, techniques and product changes as requested and/or appropriate.

18) Availability - available to participate in meetings and discussions related to company issues.

19) Apparent or assigned - performs related work as apparent or assigned.

There's never been a better time to join AEROMIX Systems! We're a dynamic and rapidly growing company with a strong vision in a global reach. Come to AEROMIX Systems and build the career you want.

To apply, please submit resume and cover letter to aeromix@aeromix.com or fax them to 763-746-8408.

AEROMIX Systems is an equal opportunity/affirmative action employer and we welcome applications from all backgrounds regardless of race, color, religion, sex, national origin, ancestry, age, marital status, sexual orientation, gender identity, veteran status, disability, or any other classification protected by law.

Note to Recruiters and Placement Agencies: AEROMIX Systems does not accept unsolicited agency resumes. Please do not forward unsolicited agency resumes to our website or to any AEROMIX Systems employee. AEROMIX Systems will not pay fees to any third party agency and will not be responsible for any agency fees associated with unsolicited resumes. Unsolicited resumes received will be considered property of AEROMIX Systems and will be processed accordingly.