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### **V.P. of Sales and Marketing Job Summary:**

This person will be responsible for directing all sales and marketing efforts of AEROMIX and managing all sales and marketing personnel. This position will also be the key AEROMIX interface for intra-company coordination of sales and marketing efforts between all RWL Water portfolio companies. This position reports to the President of AEROMIX.

### **Responsibilities:**

- Grow sales to meet targets.
- Formulate and execute successful sales and marketing strategies.
- Meet gross margin targets.
- Continually improve Representative and Distribution channels.
- Be a training leader.
- Develop standards and policies for sales and marketing personnel and associates.
- Develop a collaborative relationship with other RWL Water Group companies to gain alignment across the organization to meet business strategic initiatives and ensure consistent sales and marketing strategies are used.
- Establish, implement and drive AEROMIX CRM and ERP management systems with valid and useful customer and marketing data.
- Provide complete, valid, and current reports to management on sales and marketing activities.
- Provide reasonably accurate rolling 12 month sales forecast.
- Keep AEROMIX within the top 3 for all AEROMIX key words on Google Search.
- Travel domestic and internationally as needed.

### **Qualifications & Experience:**

- Engineer with a minimum 10 years of sales and marketing experience; both domestically and internationally.
- Minimum 3 years prior experience in leading sales and marketing efforts in growing company.

- Proven management and leadership skills with experience in sales and marketing.
- Prior experience with design-build and build-operate-transfer projects.
- Outstanding communication skills with the ability to build multi and cross level relationships and successfully manage those relationships in complex and changing work environments
- Fluency in language other than English welcome but not necessary.
- Possesses a global vision and embraces international organizational interest
- Can work independently with little or no supervision

**Leadership & Management Behavioral Competencies:**

- Ability to work cross-border in a multi-national environment
- Strategic planner
- Ability to work in an unstructured environment
- Strong drive for results and success; conveys a sense of urgency and drives closure; works well when presented with obstacles and opposition
- A strong leader and manager of people with the ability to attract, retain and develop superior talent
- Self-motivated and driven
- Fosters collaboration among team members and across organization
- Known for developing and delivering results on a timely basis which includes meeting and communicating milestones and changes; sees projects through to their conclusion
- Being a master at executing a plan and getting results.
- Create and sustain a culture where talent is developed through effective performance management and talent evaluation. Ensure that the organization is staffed with competent people with an appropriate mix of internal and external talent satisfying both near-term and long-term succession needs.

**Personal Characteristics:**

- Energetic and proactive
- Outward facing
- Is seen as a direct, trusted and truthful individual
- Flexible and confident; can easily adjust to schedule and operational changes and shares information freely and confidently