

Outside Sales Representative Associate, Full-Time

Salem Plumbing Supply is seeking to add to our outstanding sales team. We are seeking to hire multiple outside sales representatives in support of our major growth program.

Our ideal candidates are those who are enthusiastic, high-energy, and who enjoy engaging with customers. We are seeking those who fit the true 'hunter profile'. Our plan calls for aggressive revenue growth across all facets of our business. This isn't your ordinary company or your ordinary sales role. You would be working with a group of committed and success-driven individuals. You would be serving and supporting some of the best Plumbing, HVAC, and Maintenance Professionals in the North Shore market. If this sounds of interest to you, we would invite you to reach out to us and learn more.

Job Summary

At Salem Plumbing Supply, Outside Sales Professionals are responsible for capturing **new business**, fostering continued customer relationships, and meeting ambitious revenue growth goals. From identifying potential sales opportunities to nurturing new/existing customer relationships and aggressively closing deals, this position plays a primary role in the success of our business. Sales professionals at Salem Plumbing have an authentic passion for our brand. Individuals share our company values of honesty, transparency, and commitment to customer satisfaction — and demonstrate those every day.

Major Task and Responsibilities

Major focus: of the Outside Sales Representative role are:

- Responsible for executing the annual sales plan within the assigned territory and/or customer list, driving those sales through Salem's various physical store locations.
- Under the direction of the Business Development Manager, formulate and implement sales plans that are aligned with the company's goals and objectives.
- Develop and foster relationships with our trade professionals that further drive sales to the 3 store locations.
- As required, prepare bids and estimates on jobs.
- Aggressively generate new sales opportunities, through the development of new and existing markets.
- Assist in developing sales and marketing plans to promote business activities.
- Ensure that professional business relations exist with customers, third parties, and other external contacts.
- Unload trucks, put away goods, perform deliveries, and other general warehousing duties as necessary.

Performance Measurements

The following are the macro performance measurements for the Outside Sales Representative role. These are not meant to be an exhaustive list. Metrics can change based on market/industry dynamics, the economy, and other related factors.

1. Sales Revenues and Gross Profit levels are meeting or exceeding monthly, quarterly, and annual targets.
2. New business opportunities are identified and captured. New business revenue targets, as a total and as a percentage of the total sales, and met or exceeded monthly, quarterly, and annually.
3. External sales functions are efficient and effective. This includes sales and business expenses, controlled or influenced by the Sales Representative.
4. Sales activities are conducted in accordance with SPS policies and procedures, as well as with applicable laws.
5. Effective pricing models are leveraged and implemented, to maximize SPS's short- and long-term market objectives.
6. Promotional programs are effectively introduced and implemented within assigned markets.
7. Senior Management is appropriately informed of external sales activities and of any significant problems. Recommendations for improved efficiency and effectiveness are provided.
8. Required reports and records are accurate and submitted on a timely basis.
9. Good communication and effective working relations exist with all SPS-related departments.
10. SPS's professional reputation is exhibited in all business development activities

Education & Experience

- High School Education (Required). Preferably some additional post-secondary schooling, including Associate's or Bachelor's Degree
- 3-Years+ Outside Sales Experience (Required)

- 2-Years+ Demonstrated New Business Development Experience (Preferred)
- Documented success in growing new and existing markets.
- Strong knowledge of the plumbing, and HVAC industries.
- Strong understanding of direct distribution channels, including sales, promotional, and pricing practices.
- Excellent sales skills, including market penetration strategies, market development techniques, and market segmentation strategies.
- Strong Computer Literacy and Skills (Required)

Salem Plumbing Supply

We are a well-established, family-owned, and managed company with multiple locations across the North Shore area. We are seeking to aggressively grow our business and are seeking to immediately fill these outside sales positions. If this sounds like the type of role and organization you would enjoy working in, please contact us.

We offer a full benefits package, including health and dental insurance, Flex Spending Account, a highly attractive 401k match program, holidays, and paid time off. Compensation is a combination of base salary and commissions (uncapped) and is commensurate with experience.

If you are interested, email us at jobs@SalemPlumbing.com for a confidential review of your credentials.