



## Director of Sales

### Job Scope

The Director of Sales must work with other leaders at FSG to help establish and lead the vision for the branch, develop strategies for achieving the vision, and ensure the employees within the branch understand, are motivated by, and are equipped to deliver on the vision and strategy, being mindful of FSG's core values and mission statement. The Director of Sales is directly responsible for developing and executing sales objectives, creating and managing the Sales team, and developing key customers and customer relationships.

### Responsibilities

- Work with the FSG National Accounts leadership team to establish sales objectives and KPIs. Develop, execute, and oversee strategies, tactics, tools, and plans to achieve the sales objective and maximize profits.  
Create sales documentation, reports and analysis to record, measure, understand, and report on sales performance.  
Manage the Sales Team by assigning tasks and responsibilities, providing vision and guidance, setting expectations, and removing blockers to enable them to meet sales objectives and goals.  
Develop and execute strategies to ensure continual excellence in the sales staff by setting expectations and reviewing performance regularly.  
Maintain appropriately sized sales team through regular recruiting, selecting, orienting, and training.  
Work with the leadership team and operations to set, monitor, and maintain budgets for the sales department, marketing efforts, and individuals.  
Interface with Projects, Support, Engineering, and Operations to ensure that there is efficient operation between all departments so that we can deliver our services and solutions with excellence.  
Work with the FSG National Accounts leadership team to establish and adjust sales prices by monitoring costs, competitors, and supply and demand indicators.  
Work with FSG National Accounts leadership team and sales staff to develop training, documentation, and support for sales and marketing staff at other branches so they are equipped to bring us leads and opportunities from their markets.  
Build and maintain good and lasting relationships with clients to become their trusted advisor.  
Evaluate and manage legal, financial, human resources, and business reputation risk for the department.

### Requirements

- Ideally 2+ years of experience in Sales and/or Services; Electrical a major plus

As an EEO/Affirmative Action Employer all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status.



Ideally 2+ years in a leadership-level capacity including P&L management.

Analytical and with strong attention to detail.

Demonstrated skills for achieving or surpassing results against standards of excellence.

Shows a passion for improving the delivery of solutions with a commitment to continuous improvement.

Proven skills to cultivate long-term, sustainable, value-based relationships with customers, that elevate revenue and cost savings opportunities.

Demonstrated ability to negotiate by collaborating with others to arrive at a conclusion using compromise, persuasion, influence, and rationale, both internally and externally.

Demonstrated ability to develop and leverage partnerships to drive the strategic plan.

Consistently demonstrates alignment to organizational strategy to advance opportunities.

Strong Organizational Skills.