

Job Description

POSITION DESCRIPTION

Title: Technical Sales Representative – Inland Waterway South

Division: Thordon Bearings Inc.

Department: Commercial Dept.

Reports To: Regional Manager - Americas

Date: October 3, 2019

Position Purpose and Objectives

The TSR – IWW South, reporting directly to the Regional Manager - Americas, will be responsible to grow Thordon product sales and market share in the prescribed territory. Preferred location of the TSR – IWW South will be in Louisiana area.

DUTIES AND RESPONSIBILITIES

- Accountable to increase sales volume and market share of all Thordon products
- Work with established customer to base to build need forecasts for planning purposes.
- When required supervise technical installations at shipyards
- Provide technical support when required to machine shops and shipyards.
- Provide feedback to Regional Manager or designate of business activities as required
- Provide monthly business reports and synopsis of all activity in specific market/s
- Manage in conjunction with the Regional Manager (RM), all projects and support all current accounts
- Develop short term and long-term strategic sales plan
- Develop and present quotations and proposals in cooperation with the RM
- Meet with Regional Manager weekly in person or via video link
- Develop and present Thordon product training programs to end users
- Work as a team with fellow Commercial group members, this is a critically important responsibility
- Technical Sales Representative to work closely with application engineering and cooperatively determine right solution for the customer
- Travel is required
- Customer support outside of office hours will be required.
- Attend approved major trade shows
- Closely coordinate with RM and Marketing to schedule targeted sales visits throughout the year
- Introduce and promote Thordon new products to distributors and end users
- Identify trends, threats, completion, etc. that may positively or negatively impinge on performance results of the market and report to Regional Manager
- Other tasks as assigned

Health & Safety and other Corporate Values

It is expected that the Technical Sales Representative – Inland Waterway South adheres to the health and safety requirements of all shipyards, customer facilities, hydro plants etc. It is expected that personal protection equipment is worn at all times as required

TBI is fully committed to providing a safe and healthy workplace that complies with all applicable standards and regulations for our employees/contractors and anyone that may attend our facilities worldwide. The employee/contractor shall:

- Adhere to the OSH Act, the regulations, guidelines and the Company rules as they relate to Health and Safety
- Abide to Company's Policies and Procedures, and use the Corporate Values and Culture as a guide for business growth
- Be familiar with handling materials and equipment used in daily activities
- Be aware of possible hazards in an industrial setting
- Act quickly in reaction to situations, following the instructions in the Company's Health and Safety Program

Quality Policy/Corporate Values & Culture Comments

- Be aware of Company's Quality Policy and T-G corporate Values and Culture Comments

Compensation

Compensation will be based on salary, plus commission.

Territory Definition

IWW – Areas of focus but not limited to:

- Missouri
- Kentucky
- Indiana
- Southern Illinois
- Tennessee
- Arkansas
- West Virginia
- **Texas**
- **Louisiana**
- **Mississippi**
- Marine Only:
- Western Ohio
- Western Pennsylvania

Market Definition

All Thordon products in the Industrial, Marine and Hydro markets

Knowledge, Skills and Abilities Required

- Strong sales skills and understanding of the sales cycle
- Ability to speak effectively to customers and/or employees of organization
- Ability to solve practical problems
- Ability to work under pressure
- Ability to work independently
- Ability to perform multiple tasks.
- Computer literate – Microsoft Word, Excel, Database application
- Strong organizational skills
- Strong time management skills
- Must be a team player

- Requires good judgment and a professional demeanor
- Committed to a high standard of ethical business practices and personal conduct

Physical Demands

While performing the duties of this job the employee is regularly required to sit, stand, walk, and talk or hear. This employee is also subjected to daily computer use. This employee is also required to travel approx. 50%, sometimes greater, as required including overnight and frequently extended hours.

Working Conditions

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job the employee is subjected to outdoor conditions, noise or other industrial hazards while visiting clients in shipyards or industrial sites and the employee is occasionally subjected to the conditions of an office environment. The noise level in the work environment is usually low.

Minimum Qualifications

Must have prior marine sales experience
Experience working in a growth-based environment
Minimum 5 years technical sales experience
Must be able to speak English fluently
Strong written and verbal communication skills in English
Must be able to make presentations in English in a business setting
Distributor management experience an asset
Marine experience an asset
Knowledge of water lubricated propulsion systems an asset
Must be able to travel as required to accomplish duties. Approx. 50% including frequent overnight and extended hours

Education

Post-secondary technical or commercial degree required
Degree in Mechanical Engineering preferred

Competencies Required for Success

Competent in required job skills and knowledge
Keeps others adequately informed
Resolves problems in early stages
Works well in group problem solving situations
Exhibits sound and accurate judgment
Includes appropriate people in decision-making process
Adapts to change in the work environment
Accepts criticism and feedback
Prioritizes and plans work activities
Uses time efficiently
Reacts well under pressure