



Director of Sales and Marketing

Join a leading manufacturer of aerospace and defense components as **Director of Sales and Marketing**. The company has seen significant growth over the last 5 years and is projected to continue. In this role, reporting directly to the COO, you will lead development of the sales strategy and strengthen customer relationships for multiple business units. This position will be located in the greater Los Angeles, CA area.

The responsibilities of this position includes:

1. **Strategy:** The DSM will be responsible for developing a multi-year sales strategic plan that identifies the company's approach to achieving its growth and profitability goals. The comprehensive strategy for the business will include, but not be limited to, the following:
 - a. **Relationships:** Deepen current customer relationships through a proactive account management approach to relationship building.
 - b. **Value Proposition:** Refine the company image and value proposition with the Global Sales Team and customers.
 - c. **Prioritization:** Align resources and employees to the new strategy and ensure they are prioritized accordingly.
 - d. **Long Term:** Broaden the company's current perspective and strategy to include a longer term outlook.
 - e. **Team:** Structure and align team strategically throughout the global markets.
2. **Sales Process:** The DSM will transition the company from an ad hoc method of selling to a disciplined account management process focusing on decision makers.
3. **Strategic Relationships with OEMs:** Develop long-term, positive relationships with strategic customers and shift the reactive nature of the sales organization to a more proactive focus, oriented towards meeting the customers' needs
4. **Pricing:** The DSM will be responsible for managing all estimates, pricing, segmentation and other revenue performance policies.
5. **Organizational Development:** The DSM will evaluate and make changes to the current sales organization to ensure that the sales group has the right skills, people, and representation around the world.

BACKGROUND AND EXPERIENCE:

The ideal candidate will have the following education, work history, knowledge, and skills.

Education: Bachelor's degree is required. Master's degree is a plus.

Experience, Skills and Knowledge: The ideal candidate's background will include:

- 10+ years of demonstrated sales leadership success. Must be capable of leading sales team to accomplish their goals.
- 10+ years of Aerospace and Defense sales experience is required.
- Customer/industry relationships with Engine OEMs, MRO, and Airlines.
- Additional sales experience in selling components or manufacturing services is preferred.
- Experience managing international customers & a Global Sales Team internationally is required.
- Project management skills including the following: planning, scheduling, negotiating, data analysis, cost estimating/pricing methods, and closing sales contracts.
- An extensive knowledge of strategic goal setting and budget management
- Strong leadership and effective interpersonal and effective delegation skills required

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