



Director of Sales

Join an industry leading manufacturer of highly engineered aerospace components as the Director of Sales (DSM). Working directly with the President, the DSM will serve as the top sales executive for the business and will spearhead customer penetration, new product integration, and organizational development. The business has a strong reputation, and the DSM will work to grow all sales and expand business into new markets. This role will be based in the greater Los Angeles area. The responsibilities of this position will include:

1. **Pricing Analysis and Market Data:** Identify and differentiate value pricing depending on the intended market for the product. Develop an on-going sales and marketing strategy, identifying key products, markets and improvements that will enable the company to achieve its growth and profitability goals.
2. **Implementing Business Unit Manager:** Drive change from a functional business structure to a Business Unit Manager setup. Facilitate the delegation of the new structure and transition from sales as a platform resource into a sales team structure that is locally controlled, managed, and led.
3. **New Product Introduction:** The Director of Sales and Marketing will work closely with the Director of Engineering and the President to identify areas of market demand and viability of new product initiatives.
4. **Continued Positive Growth and Reputation:** Increase penetration of key accounts and long-term agreements, as well as maintain the company's high reputation.
5. **Streamline Contracts and Customer Service:** Simplify the functional areas in contracts and customer service, especially during the transition into the Business Unit Management organization.
6. **Organizational Development:** Work alongside the President to develop a high-performing sales and marketing organization capable of driving future growth and supporting achievement of the company's strategic objectives.

BACKGROUND AND EXPERIENCE:

Education: Bachelor's degree is required; technical, engineering, or business major is preferred. MBA is a plus.

Experience and skills:

- 7+ years of sales experience and 3+ years of leadership experience over a sales organization
- Background in aerospace fasteners or polymers is preferred but not required.
- Must have proven strategic planning skills; conducted competitive analysis, developed marketing plans, pricing strategies, etc.
- Demonstrated skills in establishing long term strategic relationships with customers, which includes having the tough conversations.
- Expert in Excel spreadsheets, manipulation, data-mining, and PowerPoint
- Must be comfortable reporting to corporate executives at quarterly business reviews.
- Proven analytical skillset, with a deep understanding of financials.
- Track record of internal development.

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