



### **Director of Sales, EMEA – ACS International**

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#### **Position summary:**

The Director of Sales, EMEA will be responsible for the profitable execution of the EMEA region. This includes direct accountability for profit & loss, talent management, customer retention, new product launches, territory development, customer satisfaction, corporate strategy execution, product mix, competitive analysis, and forecasting. The Director of Sales, EMEA will be responsible to roll out and adopt corporate programs and best practices while maintaining a results-driven positive culture within the region. This role is responsible for reaching out to the executive level within CAS customers to network, understanding their needs, and establish long-term relationships by providing products and services that meet their needs. Finally, the successful person must have a passion for science, the challenges that our customers face, and a drive to be an enabler to their success.

#### **Position Responsibilities**

- Establish and cultivate new and existing relationships with customers and potential customers through networking and involvement in the industries CAS serves. This must include relationships at the highest level in organizations to ensure there is a holistic understanding of the need.
- Establish sales objectives by forecasting and developing annual sales quotas for territories, projecting expected sales volume and profit for existing and new products, and custom services. This will include the ability to manage all levels/types of account representative sales/support motions: strategic, field, virtual and inside sales.
- Drive adherence to corporate strategy and programs for the designated region.
- Determine annual unit and gross-profit plans by implementing marketing strategies; analyze trends and results.
- Implement national sales programs by developing field sales action plans.
- Maintain sales volume, product mix, and selling price by keeping current with supply and demand, changing trends, economic indicators, and competitors.
- Monitor trends and provide feedback for costs, competition, supply, and demand.
- Complete sales operational requirements by scheduling and assigning employees, following up on work results, and delegating appropriately.
- Maintain sales staff by recruiting, selecting, orienting, training, and coaching top talent.
- Maintain sales staff results by counseling, disciplining, planning, monitoring, and appraising job results.
- Maintain professional and technical knowledge by attending educational workshops, reviewing professional publications, establishing personal networks, and participating in professional societies.
- Lead team efforts and set a culture of results driven collaboration across CAS and with customers.
- Together with Regional Marketing Manager, collaborate with corporate Marketing to steer EMEA specific marketing efforts which include CAS Brand elevation and lead generation initiatives.
- Manage relationships and develop goals for sales agents.

#### **Background Experience**

Suitable candidate background includes:

- Extensive experience in a business to business sales capacity
- 5 or more years' of demonstrated experience managing sales people and opening new sales territories
- Proven track record of sales achievement as an individual contributor and managing a team
- Experience launching new products and opening new sales territories
- Proven ability to identify, hire, and mentor top sales talent
- Experience selling science related solutions and/or information/intellectual property. This includes experience in approaching customer executives to sell in a consultative manner.
- Strong understanding and capacity to articulate industry-specific value proposition to address customer pain points
- Demonstrated experience with CRM, prospecting, and opportunity management tools/systems, preferably Salesforce.com
- Demonstrated experience with virtual selling tools such as GoToMeeting, Web-Ex and other comparable tools
- Strong communication, presentation, networking, and interpersonal skills
- Fluency in at least one other European language is a plus

**Educational Requirements:**

Bachelor's Degree in science related fields, business, communications, or other related disciplines. An advanced degree preferred.

**Travel**

Travel is expected to be 50% (domestic and international).

**Compensation**

An attractive compensation package will be designed to attract the truly outstanding candidate to this critically important position. The package will be offered based on background and experience and will include a Sales Incentive Plan.

To apply for a position, please submit your cover letter and CV to [careers@acs-i.org](mailto:careers@acs-i.org)