**CONFIDENTIAL POSITION SPECIFICATION**

**Position** Director of Sales

**Organization** REM Surface Engineering

**Location** Austin, TX

**ORGANIZATION BACKGROUND**

REM Surface Engineering has been leading the metal finishing industry for over 50 years. REM’s focus on innovation, quality and technical expertise has allowed the company to evolve and grow from a producer of specialty metal cleaners to the leader in isotropic superfinishing of metal to metal power transfer components across a wide array of industries. REM’s solutions, including the best in class ISF® Process, its newly developed Rapid ISF® Process (targeting high volume applications), and its breakthrough Extreme ISF® Process (tailored to the Metal Additive Manufacturing industry) deliver unparalleled performance enhancements in some of the most prestigious and demanding applications in the world ranging from the pinnacle of motorsport technology, Formula 1, to the most challenging environments of all, outer-space and the human body.

The engineers at REM have processes applicable to a wide range of metals including: carbon steels, stainless steels, titanium, and various superalloys. REM seeks to maximize component performance through its superfinishing and surface engineering expertise; this maximization enables their clients around the globe to have better products that deliver more value to the end user and contribute to the preservation of the environment through efficiency increases and reductions in waste.

***Company Snapshot***

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| --- | --- |
| Headquarters | Austin, TX |
| Website | [www.remchem.com](http://www.formationbrandsllc.com) |
| Founded | 1965 |
| Number of Employees | 40-50 |

**POSITION SUMMARY**

REM Surface Engineering is currently seeking a talented and dynamic director of sales to be a part of the executive team, driving the company’s future growth plans. Reporting directly to the vice president, the director of sales is primarily responsible for new business acquisition and customer retention through leadership and management of the sales team.

**KEY RESPONSIBILITIES**

* Manage and develop the sales department to achieve retention and growth of existing customers (with a focus on customer maximization) and continuous revenue and gross profit growth
* Grow the sales pipeline such that new projects are added and existing projects are advanced to successful closure on a consistent basis
* Continuously optimize “sales practices” with the intent of shortening sales cycles and increasing win-rate without sacrificing profitability or Intellectual Property (IP) protection (or otherwise deviating from REM’s fundamental goals or values)
* Establish and/or maintain effective and efficient interactions with other departments with a goal of ensuring that all parties can perform their necessary tasks while minimizing wasted time and/or efforts
* Manage existing and future REM sales contracts and NDA’s to ensure compliance with policies/expectations, most notably the protection and preservation of REM’s Intellectual Property (IP)
* Use and manage REM IT Tools such as SalesLogix, Concur and SageX3
* Interact with and project oriented oversight with key REM Suppliers/Partners where required
* Establish and use Key Performance Indicators (KPI’s) and ongoing qualitative analysis to ensure that the REM sales team and its individual members are performing to expectations
* Work with the marketing manager to support marketing initiatives

**CANDIDATE QUALIFICATIONS & PROFESSIONAL EXPERIENCE**

* Demonstrated success in sales, industry is not as important as sales expertise
* 10+ years management experience, 3-5 years of sales management preferred
* Advanced degree highly preferred
* Excellent communication skills, both written and verbal and superior presentation skills
* Superb negotiating and mediation skills
* Exceptional at managing, training, and developing personnel
* Excellent organization and time management skills
* Ability to quickly get up to speed on current ISF technology
* Exceptional at project management, change management, and implementation
* Willingness to travel 30-50% (some international travel is required)

**COMPENSATION AND BENEFITS**

REM Surface Engineering offers a competitive base and bonus compensation, as well as a comprehensive benefits package.

To learn more about HireBetter, please visit us online at [www.HireBetter.com](http://www.hirebetter.com).

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