Regional Sales Manager - West Region

Ihre Aufgaben

HOW YOU WILL MAKE AN IMPACT

Lead regional sales team to grow and sustain top line sales and bottom-line margin growth to achieve specific regional goals and objectives in replacement products channel organization. This position is responsible for the Western Region of the United States. This position has direct reports. This position is a remote based position. The region consists of the following states: CA, AZ, NM, CO, NV, WY, OR, WA, MT, UT, ID, AK, and HI.

We're looking for a motivated team member who is eager to grow, learn, and make an impact. This role is a great opportunity for someone ready to take the next step in their career and apply their existing skills in new ways. We value curiosity, adaptability, and a strong desire to continue developing professionally. If you're passionate about learning and contributing to a collaborative environment, we'd love to hear from you.

Responsibilities:

- Drive sales growth and meet/exceed revenue targets within the assigned region.
- Develop regional plans to determine process to achieve goals and objectives, i.e., identify top line sales and bottom-line margin growth strategies through waterfall analysis, management of distributors, strategies to overcome competitive threats etc.
- Develop and maintain key customer relationships to ensure customer value is sustained.
- Develop skill sets of sales representatives and manage performance to improve individual capability to achieve results expected.
- Provide feedback and liaise with sales and marketing management re: business opportunities, sales and marketing strategies that help leverage the Continental brand.
- Responsible for performance management and the development of sales personnel to include career development, coaching, and retention initiatives.
- Coach and mentor sales personnel in establishing professional relationships with appropriate levels of client decision makers.
- Extensive travel will be necessary. i.e., greater than 50% of time

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WHAT YOU BRING TO THE ROLE

- Bachelor's degree in business or related field.
- 7 years of sales experience.
- Demonstrated capabilities relevant to the role, with the ability to apply prior experience in new or broader contexts.
- Strong learning agility and openness to developing new skills.

Job ID
REF87486M

Arbeitsbereich
Marketing & Vertrieb

Standort
Seattle

Leadership Level
Leading People

Job Flexibilität
Remote Job

Rechtliche Einheit
ContiTech USA, Inc.

- Proven ability to collaborate, take initiative, and adapt to changing priorities.
- Prior experience in related areas is beneficial but not required, we welcome candidates ready to grow into this role.
- Experience with direct end user accounts and selling via distribution channels.
- 3 years management experience.
- Candidate is expected to be proficient in MS Office applications.
- Candidate must have excellent written and verbal communication skills to effectively interact with customers and executive management in the marketplace and internally in the company.
- Candidates must be self-motivated, capable of prioritizing and performing multiple tasks and possess strong leadership skills to motivate and lead a sales team.
- Leads others through change and can deal with resistance.
- Ability to prioritize and multitask in fast-faced, changing environment.
- Prior experience utilizing CRM.
- Candidate must be located within the region.
- Legal authorization to work in the U.S. is required. We will not sponsor individuals for employment visas now or in the future for this job posting.
- No relocation assistance is offered for this position.

ADDITIONAL WAYS TO STAND OUT

- Experience in the automotive after-market business is preferred, but not essential.
- Basic knowledge in SAP

The expected annual base salary range for this role is $101,600.00 - $127,000.00 a year. This position is also eligible for a competitive variable sales incentive bonus program paid out on a quarterly basis. Salaries are based upon candidate skills, experience, and qualifications, as well as market and business considerations.

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THE PERKS

- Immediate Benefits
- Robust Total Rewards Package
- Paid Time Off
- Volunteer Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts.
- Competitive Bonus Programs
- Employee 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Hybrid Work
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional.
- And many more benefits that come with working for a global industry leader!

EEO-Statement:

EEO / Disabled / Protected Veteran Employer. Continental offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, Continental complies with government regulations, including affirmative action responsibilities for qualified individuals with a disability and protected veterans, where they apply. To be considered, you must apply for a specific position for which Continental has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, Continental provides reasonable accommodations to qualified individuals with a disability. If you need assistance in the application process, please reply to Careers@conti-na.com or contact US Recruiting at 800-821-2727. This telephone line and email address are reserved solely for job seekers with disabilities requesting accessibility assistance or an accommodation in the job application process. Please do not call about the status of your job application, if you do not require accessibility assistance or an accommodation. Messages left for other purposes, such as following up on an application or non-disability related technical issues, will not receive a call back.

Ready to drive with Continental? Take the first step and fill in the online application.

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THE COMPANY

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent, and affordable solutions for vehicles, machines, traffic, and transportation. In 2023, Continental generated sales of €41.4 billion and currently employs around 200,000 people in 56 countries and markets.

ContiTech is one of the world's leading industry specialists. The Continental group sector offers its customers connected, environment-friendly, safe, and convenient industry and service solutions using a range of materials for off-highway applications, on rails and roads, in the air, under and above the ground, in industrial environments, for the food sector and the furniture industry. With about 42,000 employees in more than 40 countries and sales of some 6.8 billion euros (2023), the global industrial partner is active with core branches in Asia, Europe and North and South America.

Are you ready to shape the future with us?