Technical Sales Representative

Position Description: Our client, The Specialty Group (Specialty), has an employment opportunity for a Technical Sales Representative. This position is responsible for building and nurturing relationships in the marketplace that generate window covering, lighting control, and solar shading projects for design, engineering, and installation. The successful candidate will assume an existing book of business and then they will be responsible for identifying, cultivating, and adding additional new clients according to metrics and goals established for a territory including Virginia and Maryland. It is expected that the successful candidate will engage in a roughly six month apprenticeship to learn the special nuances of the work that Specialty performs, the unique parameters associated with The Specialty Group’s supplier product lines, and the attention to detail and quality demanded in Specialty’s executions. After the apprenticeship, the employee will be expected to divide their time between managing the inherited accounts and prospecting for new business. This prospecting should yield new revenue toward the end of the employee’s first year and into their second year with the company.

Company: The Specialty Group is a leader in residential and commercial electric and daylight management, solar shading solutions, and automation systems. Specialty offers customers more than just window coverings and lighting controls. The company differentiates itself by partnering with clients to effect a change to a more responsible and sustainable way of improving the workplace and the environment while providing reasonable returns on investment from energy savings, productivity and pride in employees. Specialty further partners with its key manufacturing suppliers such as Lutron Electronics, Hunter Douglas, Draper, Crestron, and others with its own manufacturing of custom window treatments to provide that unique mix of products and expertise. In short, Specialty delivers visual environment solutions. For more information, go to http://www.thespecialtygrp.com.

Responsibilities:

Product: Develops and maintains a thorough understanding of the fundamental concepts associated with the design, programming, engineering, and installation of the company’s products so that the successful candidate can identify, scope, bid, and price work with clients.

Relationships: Establishes and cultivates relationships with current customers and referral sources, shepherding projects to completion and identifying new opportunities to work together. Keeps clients aware of the company’s abilities and positions The Specialty Group as the premier source for window and lighting control solutions.

Prospecting: Develops a complete understanding of the market place including identifying suspects and prospects for the work that Specialty provides. Continuously builds and edits prospect database with data and market intelligence concerning prospects and referral sources. Assesses competitors by identifying projects performed by other companies and understanding how and why they were selected, then how their executions compared. Develops strategies for gaining entre/introduction to prospects.
Builds mutually beneficial referral networks with key players in the architectural, space planning, design, construction, facilities management, and other arenas.

Engages in proactive calling and lead generation according to metrics established for contacts per week. Documents and reports on activities regularly to keep management apprised of progress and potential pipeline of work. Moves prospects through the sales cycle to cultivate relationship.

**New Business Generation:** Develops quotes and oversees bid submissions. Works with inside sales personnel to manage leads and ensure that each moves through the sales cycle. Closes new accounts, including administering contracts and working with project managers to formulate the execution of the bid/proposal/contract. Monitors progress of each job to ensure client satisfaction, adherence to commitments, and quality standards are met.

**Qualifications/Skills:** Goal oriented; competitive/driven to win; naturally inquisitive and enjoys prospecting; tenacious; strong communicator defined as possessing good listening skills, poised in presentations, and exhibiting strong writing skills; ability to ask for the order and close.

Technical aptitude in systems, electronics, construction, manufacturing, or other engineering or automation related disciplines, demonstrated by success in applicable coursework, internships, or prior work.

Solid people skills to include ability to engender trust and build and nurture relationships; approaches situations with a problem solving mentality and genuine desire to add value and satisfy clients. Operates with professionalism and strong ethics.

**Education:** Undergraduate degree in engineering, technology, or business with applicable coursework.

**Experience:** Preference for 1-3 years of technical sales although willing to entertain recent grad with the right combination of coursework, experience and/or internships to act in a trainee capacity.

**Compensation:** Due to the apprenticeship nature of this position, compensation the first year is a combination of mostly base salary and a discretionary bonus that will be tied to the candidate’s performance in three areas: demonstrated ability to learn the products and applications, their ability to develop relationships with our current customers and assume responsibility for those relationships, and performance against specific calling and prospecting activities/metrics as developed with the candidate for the second half of the year.

By the second year, compensation will migrate to a base plus commission designed to recognize success associated with prospecting, calling, and sales activities. Commission will be calculated based on gross margin and will not be capped.
Interested candidates should submit their information to dangstadt@warrenwhitney.com