

**JOB DESCRIPTION**

<b>Job Title:</b>	Director of Sales	<b>Salary Range:</b>	Depends on Experience
<b>Position Objective:</b>	<ul style="list-style-type: none"> <li>• Provides leadership to the U.S. sales team to drive consistent and quantifiable results through the sales discipline</li> <li>• Directs the continuous development, implementation, and communication of all segment and product sales programs and strategies</li> <li>• Identifies new opportunities through in-depth market and customer understanding</li> <li>• Leverages market opportunity by prioritizing development and implementation of sales initiatives. Tracks performance and reports results to senior staff.</li> <li>• Supports applicable regulations including ISO, local, State and/or Federal requirements</li> <li>• Should Applied BioCode decide to expand to Europe, this role would provide the necessary oversight</li> </ul>		
<b>Essential Functions:</b>	<p><b>Sales Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Develops sales strategies for Business and Marketing goals</li> <li>• Determines appropriate sales tactics to achieve product line and market segments objectives</li> <li>• Establishes organizational design, including appropriate staffing levels and assignments, to effectively meet customer's requirements and the needs of the business</li> <li>• Set sales objectives for the sales team including territory quotas, performance criteria, and professional development initiatives.</li> <li>• Develops all budgets including sales targets by segment and product line, and requisite expense base by sales employee</li> <li>• Reports U.S. domestic sales results on a monthly basis to upper management</li> <li>• Prepares bi-annual sales forecasts</li> <li>• Keeps upper management informed of key customer activity</li> <li>• Reports competitive intelligence routinely</li> <li>• Works with marketing operations to develop and implement pricing strategies</li> <li>• Tracks sales representative performance to plan and reports results</li> <li>• Establish and implement hiring strategy for sales department</li> <li>• Works with Human Resources Director or designee to set variable compensation</li> <li>• Responsible for performing assigned tasks in accordance with applicable safety regulations and instructions as well as correcting unsafe work habits and practices and/or bringing to the attention of the safety team or a supervisor any practice or condition that may be detrimental to the safety and health of employees</li> <li>• Cooperation in all safety or health-related programs is mandatory, and assistance in solving safety and health problems is expected. Any violations of safety directives and procedures will be handled in accordance with the established Company disciplinary process.</li> <li>• Minimum travel expectations up to 75% of the time and sometimes may require more</li> <li>• Control expenses</li> <li>• Perform other duties as assigned</li> </ul> <p><b>Supervisory Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Facilitate recruitment of 2-6 direct employees, and manage overall direction, coordination, and evaluation of this unit.</li> <li>• Carries out supervisor responsibilities in accordance with the organization's policies and applicable laws.</li> <li>• Responsibilities include interviewing, hiring, and training employees. Planning, assigning, and directing work. Reviewing performance, creating team-building activities, fostering growth through positive reinforcement, enforcing disciplinary action, addressing complaints, and resolving problems within the team.</li> </ul>		

<b>Education:</b>	Master's Degree (M.A.) or equivalent; or four to ten years related experience and/or training or equivalent combination of education and experience
<b>Experience/ Requirements:</b>	<p><b>Language Skills:</b></p> <ul style="list-style-type: none"> <li>• Advanced Oral Language Skills; Ability to compose and deliver effective and persuasive speeches, presentations, and write articles using original or innovative techniques or style over complex topics to upper management, public groups, and/or Directors of a Board.</li> <li>• Ability to read, analyze, and interpret advanced and complex scientific, engineering and/ or mathematical documents. Ability to respond effectively to the most sensitive inquiries or complaints.</li> </ul> <p><b>Mathematical Skills:</b></p> <ul style="list-style-type: none"> <li>• Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.</li> </ul> <p><b>Reasoning Ability:</b></p> <ul style="list-style-type: none"> <li>• Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited Standardizations exist. Ability to interpret a variety of instructions furnished in written or oral means, or by diagrams, schedules, or forms.</li> </ul> <p><b>Certifications, Licenses, Registrations:</b></p> <ul style="list-style-type: none"> <li>• None required.</li> </ul>
<b>Working Conditions:</b>	<p>The noise level in the work environment is usually moderate.</p> <p><b>Physical Demands:</b></p> <ul style="list-style-type: none"> <li>• While performing the duties of this job, the employee is regularly required to speak and listen.</li> <li>• The employee is required to manipulate, or feel objects or materials with their hands on a daily basis.</li> <li>• The employee is frequently required to sit, and occasionally required to stand, walk, and reach with hands and arms.</li> <li>• The employee must regularly lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds.</li> <li>• Specific vision abilities required by this job include close vision, distance vision, color vision, depth perception, and ability to adjust focus.</li> </ul>
<b>Apply to:</b>	<a href="mailto:career@apbiocode.com">career@apbiocode.com</a>