



JOB DESCRIPTION

- POSITION:** Western Regional Sales Manager
- REPORTS TO:** CEO
- PURPOSE:** To provide sales management, customer relationship management, broker management, and personal selling efforts within the assigned geographic region that will provide for the achievement of the annual budget in terms of case sales, dollar sales, expenses, and contribution to overhead (CTO).
- ENVIRONMENT:** Borges USA is one of America's leading importers and marketers of Mediterranean specialty food products. The company is a member of the Borges International Group, a 119-year-old Spanish food company with distribution in over 110 countries. Borges USA markets five leading brands of specialty Mediterranean food products that are sold to grocery, club, mass merchandiser and foodservice accounts

The following is a list of major duties responsibilities for this position along with certain supportive duties. It is not all-inclusive. Other duties and responsibilities may be added as needed and in addition, management, as appropriate may modify this job description.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Establish mutually agreeable goals/objectives for tactical execution of strategic plan. This includes working in conjunction with the marketing department and CEO to develop long term strategies.
2. Establish and manage budgetary guidelines based on sales volumes, promotional spending, and gross profits.
3. Ensure an excellent customer and broker experience by developing relationships and managing existing broker relationships as applicable. This includes communication regarding company strategy, goals, and objectives to our broker network.
4. Provide for effective support and management at the RSM level by providing oversight and feedback regarding development and implementation of Broker programming where needed, proper pricing and schematic placement of products, review of P & L Statements for new item presentations and promotional tactics. This includes participation in meetings and presentations as necessary.
5. Maintain a high degree of confidentiality as it relates to proprietary business information as well as new product lines, customer information, and pricing.
6. Promote teamwork and achievement of Corporate goals by coordinating and participating in meetings between all departments to ensure the timely and accurate flow of information.



7. Ensure compliance with all Company policies and procedures.
8. Demonstrate a personal commitment to the Company values; promote an environment that appreciates diversity and treats all people with respect, prohibiting discrimination and harassment of any kind.
9. Ensure a safe and healthy work environment by following all safety, health, environmental policies, procedures, and regulations.
10. Other duties and special projects as assigned.

SUPPORTIVE DUTIES:

1. Participate in meetings, provide information and reports as required.
2. Attend training sessions as needed.
3. Provide additional assistance to CEO as required.

SKILLS AND QUALIFICATIONS:

1. High School Diploma or GED and a minimum of BS Degree in related field.
2. A minimum of 5 years' experience in a sales management capacity.
3. Ability to multi-task, prioritize, work independently, and work well under pressure.
4. Excellent interpersonal and communication skills (written and verbal) are required.
5. Excellent leadership ability with demonstrated skills motivating and recognizing others.
6. Must have a clean DMV record and the ability to travel.

PHYSICAL REQUIREMENTS:

This position requires someone who is mobile and has the ability to move in and around the office, at customer locations, and in and around parking lots/structures including uneven surfaces. This position someone who has the ability to travel (by various means), including the ability to drive at night and/or during moderately inclement weather conditions. Moderate lifting (up to 50 lbs.) is required occasionally. Clear vision (close, distant, peripheral, and depth perception) is necessary for the environment. Must also be able to communicate, both verbally and in writing, observe with own eyes and give and receive information through listening and conversing. A good portion of this job is sedentary. May require some bending/stretching to file, pack boxes, etc.