

## **ICAT LOGISTICS: Director of Mid Atlantic Regional Sales**

**General Purpose of Job:** To implement ICAT Logistics sales and business development strategy, prioritize markets and develop primary initiatives. Manage sales team to drive sales results.

Must be located in the Baltimore/Washington metropolitan area. ICAT will assist in relocation costs if required.

### **Essential Job Duties and Responsibilities:**

- Develop, coordinate and implement the company's business development plan(s) which includes development of revenue projections, including forecasting and development of a detailed sales strategy and creation of mid to long range business plans
- Recruit, hire, train, develop and mentor sales team to successfully meet sales goals and company objectives.
- Develop and implement systems and processes for tracking and analysis of the business development plan and its ongoing performance
- Provide competitive and market analysis for developing sales initiative priorities
- Identify profitable sales opportunities and lead initiatives for entry into new and emerging markets/verticals
- Maintain and develop critical relationships with customers and business leaders in prioritized markets
- Deals frequently with corporate executive team, operations department managers/staff, department heads and agency owners
- Provide business development results to president and executive management team, on a weekly, monthly and quarterly basis through appropriate reporting mechanisms
- Work with marketing team to develop and execute marketing strategies and initiatives
- Moderate travel will be required

### **Job Qualifications:**

- Bachelor's degree in Business Management, Business/Finance, Business Management, Marketing or other related degreed program
- 2-3 years of freight and logistics sales experience
- 2-3 years freight and logistics sales management
- A demonstrated client base with strong relationships
- Demonstrated progressive experience in creating operating plans to meet specified objectives and modify the tactics when necessary to achieve the desired results
- Working knowledge of standard sales cycle processes and sales techniques
- Ability to effectively model appropriate sales techniques

- Ability to coach a sales team in the optimal use of sales techniques
- Forecasting and tracking / managing against a forecast
- Able to foster accountability for a sales team and commitment to achieving the numbers
- Ability to motivate and inspire a sales team to high levels of performance
- Ability to relate to and successfully interact across a variety of settings and work well with a broad and diverse workforce throughout the organization
- Excellent interpersonal skills a must
- Outstanding communication skills - Excellent verbal and written with an emphasis on listening and the ability to develop effective business plans, proposals and reports
- Ability to gain credibility with potential customers and business partners
- Extremely well organized
- Able to plan and effectively set priorities for implementation
- Able to handle multiple tasks simultaneously
- Able to deal with a fast-paced hands-on entrepreneurial environment
- Advanced skills with Microsoft Office products
- Able to handle national/ travel schedule

### **Supervisory Responsibilities:**

- Set, manage and monitor sales team goals and performance objectives
- Lead, direct and provide guidance on issues related to operations communication, policies & procedures, compliance and well as customer requirements
- Ongoing supervision of sales team activities, assigning and directing work duties as necessary
- Coach and mentor sales team
- Clearly communicate corporate, department and individual initiatives/goals to sales team
- Coordinate department huddles and staff meetings
- Identify department training requirements and conduct training as needed
- Participate in recruiting and hiring process for new hire requirements
- Conduct performance appraisals, provide rewards and execute disciplinary actions/ workplace solutions for sales staff
- Maintain an environment that allows the sales team to be part of the overall goals and focus of ICAT

### **Industry Experience:**

The successful candidate must have prior transportation and logistics selling experience along with sales team management. That prior experience should include the following elements:

- A highly competitive selling field
- Response-oriented industry
- Management of a successful sales team

- Provided innovative solutions to customers
- Ability to operate and adapt in various cultural settings
- Selling value as opposed to price in a price sensitive industry
- Selling without company name recognition
- Creating a pipeline of business opportunities
- Ability to successfully qualify and close opportunities

### **Personal Characteristics:**

The successful candidate should exhibit the following personal characteristics:

- Highly driven, goal and results oriented
- Able to take risks and withstand rejection
- Persistent in pursuit of objectives
- Aggressive and consistent in follow-up and follow-through
- Appropriately impatient with the status-quo
- Superior verbal skills to influence and generate enthusiasm in a sales team
- Ability to inspire a sales team to be persistent, refine approach as needed and win
- Thinks strategically, sweats the details and papers the deal
- Has need for recognition and tangible achievement
- Able to coach and nurture a sales team – pushing to optimal performance
- Credible with strong aura of personal integrity
- Loyal and dedicated to the success of colleagues and team members
- Appropriately dominant and controlling of situations
- Actively seeks communications and relationships with a variety of people
- Able to negotiate people conflicts or solve people problems
- Optimistic outlook toward all activities, able to transmit this optimism to others
- Able to lead a sales team through example
- Self-confident
- Understands own strengths and weaknesses
- Will naturally adopt ICAT's core values and seamlessly assimilate into ICAT's culture

### **Opportunity to be Part of ICAT Logistics:**

- A fast-growing, financially stable company that is values based and committed to the plan
- Entrepreneurial vision and operating style: able to make quick decisions, deploy resources as needed, and exploit strategic opportunities on extremely short notice
- Strong vision for future: intent on remaining focused and not succumbing to distractions
- Committed to an ambitious 5-year growth plan, and to the requisite building of a presence in targeted global markets initiatives
- Strong commitment to best practices, harnessing technology to competitive advantage, and continually upgrading the company

- Company commitment to professional growth of individuals and to attaining the status of being, “the workplace of choice for the best and the brightest”
- Financially rewarding opportunity with unlimited earning potential; no ceilings on incentive package

Please send your resume to [opportunities@icatlogistics.com](mailto:opportunities@icatlogistics.com)