



Title: Director of Commercial Sales
Department: Sales
Contact: Sam Pardue - sam@indowwindows.com

Us: Indow is an award-winning Portland company manufacturing and selling energy and noise reducing window inserts. Join our mission to provide our customers with comfort and quiet while helping preserve the environment and historic buildings.

You: We are searching for a dynamic, ethical, experienced, collaborative sales leader. We hope you share our passion for community well-being, continuous team- and self-improvement, and the company's success.

Job Snapshot: In a typical day you will help Indow navigate a variety of sales opportunities while building the team, infrastructure, and strategy to take Indow commercial revenue to the next level. You will meet regularly with the CEO and other senior management team leaders to develop go-to-market tactics and strategy. You will meet with key external accounts and actively assess product <> market fit for the new products we are developing. You will drive our sales growth in the commercial sector while ensuring we meet or exceed customer satisfaction goals. Current sector focus is in hospitality, office space, multifamily, and weatherization.

This is a full time position and the candidate may be located in Oregon or remotely. You will report to the CEO. For the safety of our employees, their families, and our community, Indow requires employees working on-site to be vaccinated against Covid-19 or have an approved medical or religious exemption*.

Key Responsibilities:

- Develop and execute strategic and tactical sales plans to achieve sales targets.
- Recruiting and hiring commercial sales staff and developing training programs.
- Create and communicate sales goals and ensure senior executives and Board members are informed on the progress towards those goals.
- Build and maintain long-lasting, strong relationships with customers while partnering with them to better understand their business objectives and needs.
- Understand industry-specific trends and report on forces that shift strategic directions of accounts and tactical budgets.
- Effectively communicate value propositions through presentations and proposals.
- Oversee our weatherization specialist and other commercial sales specialists
- Participate in senior management discussion and contribute to strategic and tactical decision making

Primary Qualifications:

- Demonstrated success as a sales leader
- Significant experience managing commercial architectural sales
- In-depth knowledge of selling strategies and methods, as well as employee motivation techniques.
- Strong working knowledge of energy efficiency, utility/incentive programs, legislation such as NY LL97.
- Excellent leadership, communication, interpersonal, and customer service skills.
- Great strategic planning, organizational, and creative thinking skills.
- Minimum of 5 years experience working in a senior selling role and with sales technology and CRM software.



Education and Experience:

- 7 to 10 years of progressive sales and sales management experience

Compensation:

- Total compensation depends on experience
- Robust benefits package including paid time off; medical and dental insurance; 401k with employer matching; Flexible Spending Accounts; and short term disability and life insurance
- Stock options

How we will assess the mutual fit:

- An initial phone interview with the CEO or recruiter to learn more about your work history and career goals.
- A follow up interview with the CEO
- A group video interview with other senior management team members
- A final interview with the Director of Direct Sales and the CEO
- Reference checks

Diversity Statement: Indow celebrates diversity and welcomes applicants from any race, color, religion, sex, sexual orientation, sexual identification, national origin, age, marital status, disability or veteran's status. We believe diversity, equity, and inclusion leads to more expansive and varied ideas, information, and perspectives, making us more creative and improving our decision-making power.

Interested in joining our team? Send your resume and cover letter to opportunity@indowwindows.com!

* Candidates who have had their initial dose of the Covid-19 vaccine are encouraged to apply. Until fully vaccinated, onsite employees are tested weekly. Medical or religious exemptions should be disclosed to the hiring manager during the initial screening.