



Job Posting

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| Posting Date: | 11/9/2017 | FLSA Status: | Exempt/Full Time |
| Department: | Sales | Job Title: | Regional Sales Manager |
| Location: | Southeast Region (GA/FL/AL/TN/NC/SC) | Contact: | Human Resources recruiting@bakocts.com |

Job Summary

Bako Integrated Physician Solutions, a rapidly growing, high quality pathology laboratory with corresponding office-dispensed therapeutics, is currently seeking a Regional Sales Account Manager to help expand Bako's presence in the assigned region. This is an incredible opportunity for the right person. The Regional Sales Manager is responsible for building a high performance sales team and winning culture; developing, coaching, and retaining talent; building key customer relationships in order to achieve/exceed sales results in an assigned region. Specifically, the Regional Sales Manager assures profitable sales growth of the Bako Integrated Physician Solutions where pathology is the primary focus and products is secondary within a sales region. Dedicated to the advancement of Podiatric Dermatology through Education, Research, and Financial Support, our Regional Sales Managers must share our passion for providing service excellence, be highly self-motivated and results driven. This position will report directly to the National Sales Manager.

Responsibilities

1. Interacts with physicians, employees and clients in a positive manner consistent with the mission and values of Bako Integrated Physician Solutions.
2. Achieves / exceeds sales quotas for a sales region for the complete Bako pathology menu and line of therapeutic products through a team of Account Managers.
3. Motivates / leads, directs, and prioritizes Account Manager activities in order to exceed quotas and implement Account Manager action plans.
4. Sets expectations with team members to achieve goals and "inspect what is expected."
5. Manages, coaches and develops talent of regional sales force by performing field rides and attending medical meetings.
6. Acts as a role model for the region – Leads with integrity
7. Maintains professional relationships with Account Managers
8. Operates within all established company policies and compliance guidelines and demands same from sales team
9. Collaborate with entire organization to rally resources to accomplish sales goals.
10. Analyzes/reviews daily activity reports and monthly dashboards and provides timely and consistent feedback to effectively guide Account Manager to optimal performance.
11. Communicates on a daily basis with sales team.
12. Assists direct reports with development of account specific strategies; drives tactical execution within assigned region.

13. Fosters and grows positive key customer relations; coordinates with various functions within the company to ensure customer satisfaction. The Regional Manager is customer-focused and keeps the customer as the priority.
14. Operates within established expense budgets.
15. Attends state, regional, and national trade shows and or conferences as applicable.
16. Assures marketing procedures are carried out for effective tradeshow/conference performance.
17. Monitors competitive activity and trends within the region; fosters competitive solutions to meet assigned sales goals / quotas
18. Drives applicable sales/marketing promotions within assigned region
19. Performs other duties as required

Skills / Qualifications

- Self-directed individual with attention to detail, comfortable working within a team environment.
- Excellent interpersonal communication skills with computer proficiency
- Demonstrated key position skills include leadership, questioning and needs analysis, negotiation, motivation, communication, coaching, organization, and persuasion.
- Demonstrated verbal, written and presentation skills.
- Demonstrated ability to understand complex pathology & diagnostic topics & articulate well.
- Must be a creative and quick thinker, familiar with surrounding territory and market.
- 3 to 5 years of management experience
- 2 years of outside sales experience with demonstrated consultative selling skills.
- Valid driver's license, professional looking/reliable transportation.
- The ability to travel extensively within the assigned region
- The ability to lift, push and or pull up to 30 lbs.
- Bachelor's degree or equivalent required
- Podiatry or Dermatology industry experience is preferred.

Sales Account Managers Have The Following Outstanding Benefits

- Represent the nation's only turn-key Lab solution for high quality pathology services and corresponding office-dispensed therapeutics
- Comprehensive paid training provided with ongoing coaching
- Marketing and lead generation support
- Exclusive rights and qualified leads for specified territory
- No cap on commissions
- Expense reimbursement
- Flexible schedules
- Medical
- Dental
- Vision
- 401(k) plans
- Flexible spending accounts
- Short-term Disability
- Employer Paid Life Insurance for Employees
- Employer Paid Tuition Reimbursement
- Employee-funded optional insurance programs
- Employee recognition programs
- Employee Paid Holidays
- Employee Discounts