

CUTTER & BUCK CANADA DIRECTOR OF SALES, CORPORATE

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Job Vision:

We are searching for a dedicated, experienced, energetic individual to lead our Corporate Sales Team and drive our Canadian business forward through its next phase of significant growth.

Our Vision:

From our roots in the Pacific Northwest, we will grow a global lifestyle brand for empowered people who share our genuine spirit to find new ways forward.

- We believe in iconic products, engineered for versatility, designed to be our consumer's favourites.
- We believe in sustainability and efficiency in our products and in our processes.
- We believe technology enables global engagement with consumers, and powers a trusted experience for our customers.

The C&B Family Values:

- Your family comes first as it gives you strength and support to work hard.
- We are a family at C&B too. We respect each other, and work together to make continuous improvements for the company.
- We embrace challenges, and use creativity with teamwork to tackle objectives together.
- We value learning, hard work, persistence and results, all coupled with a positive attitude.
- We communicate with honesty and clarity.
- We believe in sustainable growth. We adapt business solutions that are financially profitable, but also sustainable from a social and environmental perspective.
- We are all responsible for living our mission and values every day.

Our Location:

Canada! Our Canadian Headquarters and industry-leading Distribution Centre are located in Brampton, ON. While a candidate in the Greater Toronto Area is preferred, location is flexible within Canada.

This position can be hybrid with both work from a home office and onsite in our Brampton, ON location, as needed. Work can be primarily performed from a home office, but working from our Brampton HQ will be necessary as business, key customer meetings, projects and in-person meetings require.

Job Summary and Essential Functions:

This position, reporting to the CEO, will be a key contributor to the management team. As the Leader of the Corporate Sales Division, you will be responsible for the financial objectives and results of the Corporate division on a monthly, quarterly, and annual basis.

Essential Functions:

You will continuously improve and define our Corporate Sales process, and collaborate in the improvement of adjacent processes to improve the overall output of our organization.

Sales Division Planning

- Annual and Quarterly Objective Setting and Key Results Process
- Annual Budgeting Process
- Monthly P&L and Forecasting Process
- Go to Market Planning Process in Partnership with Marketing and Products teams

Field Sales Management

- Field Sales Rep Development
- Sales Coverage Design Process
- Territory Management
- Sales Process to secure orders: Design and Improvement
- New Business Development

Strategic Account Management (National Accounts, Integrated E-Commerce)

- Coverage Design Optimized for Strategic Accounts
- Sales Channel Management
- Sales Process to secure orders: Design and Improvement
- Collaborate with Technical Integrations Process
- New Business Development

Mindset and orientation:

- Adoption of Cutter & Buck's Vision.
- Responsible for advancing our Mission and Values every day.
- Adoption and application of a growth mindset
- Embracing continuous learning for you and your team, to ensure continued professional development.
- Ability to organize, prioritize, multitask, and demonstrate flexibility in a dynamic, fast paced environment.
- Embrace challenges, learn from criticism, and view effort as the path to mastery.
- We are a dynamic and lean organization. Willingness to roll up your sleeves and put in a collaborative team effort is necessary for continued success.

Education and Experience:

- Degree or Education in Associated Field preferred, but not required
- 8+ Years of Applicable Work Experience within the Corporate Promo Industry
- 5+ Years of Applicable Sales Team Management Experience
- Ability to travel across Canada and possibly the US, as required by business objectives.
- Continuous Learning: Cutter & Buck Exec Reading List Completed within First 180 Days

Work Environment:

- High energy, dynamic work environment where you have quick access to all areas of the organizations.
- Collaborative work environment based on respect, effort and a growth mindset.
- Travel will be required between your home office and our Distribution Center/HQ in Brampton, ON, as well as within Canada as the business requires (tradeshows, customer meetings, and sales rep development).

Our Workplace: Cutter & Buck is proud to be a Champion Level Living Wage employer, an Equal Opportunity Employer, and a socially responsible company. We maintain a drug-free workplace and perform pre-employment post-offer substance abuse testing. Complete post-offer background checks are required for all positions. A clear driving record and valid passport may be required for certain positions.

We celebrate our diverse team and ensure that employees shall work in a non-hostile work environment. That is, each employee is expected not to engage in any activity that unreasonably interferes with performance of any other employee, such as sexual harassment, unlawful discrimination or any other behavior that unduly demeans or intimidates another employee.

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