



B.C. DIRECTOR OF SALES

The Sales Director for B.C. is responsible for driving profitability, results and sales strategy for Stormtec. The Sales Director will lead, coach and develop the sales team and reinforce a culture of leadership, team excellence and training standards. Ultimately, the Sales Director is accountable for growing market share strategically across all business lines, driving brand awareness and increasing profitability. This position reports to the President and CEO. As a member of the five person senior leadership team, the successful candidate helps drive leadership, core values and Stormtec's vision to be the innovative water management solutions provider.

Stormtec is a specialty water management subcontractor that makes the lives of our customers easier by taking on their water management challenges. When we do it right, no one notices us doing our work – not our customers, not the communities we work in, not the fish in the local streams. Except that our customers realize they don't have the ongoing headache of water management. We are a leader in environmentally conscious water management solutions for sediment control, contaminated water treatment, dewatering and bypass solutions in the construction industry with offices in B.C. and Alberta.

We've doubled in size over the last three years and expect to double again in the next five. We have a young, progressive team of 60 staff in our Delta BC office, led by an ambitious President & CEO who is leading the company through unprecedented but sustainable growth. Better systems, processes and practices are essential to support that plan.

Once you're in place, here is how we'll know that you are being successful:

1. Deliver on gross profit plan through your sales team.
2. Inspire, influence, coach and hold the sales team accountable to achieve common goals.
3. Develop, document, communicate the short term and long term sales strategy for Stormtec in conjunction with the President and implement/execute through your sales team.
4. Develop the marketing function so that there is clear ROI.
5. Build trust and strong working relationships across the organization with the Field, Warehouse, Finance, HR. Be the person people want to work for and with.
6. Reinforce high performance culture in the organization as a member of the senior leadership team.

There is a lot to get done. But with what you've done previously and the results you've achieved, this doesn't feel overwhelming. In fact, it's just the kind of challenge that gets you excited. This is all stuff you've already done – maybe at a smaller scale, but you've still done it.

OBSTACLES:

It won't be all rainbows and cake. There is hard work to do. Here is a partial list of the obstacles you'll likely run into:

- 1) Harness the smarts and determination of our Sales reps and create an environment that truly embraces the power of teams.
- 2) Build sales infrastructure, methodology, tech and tools to allow the Sales team to operate in a coordinated fashion. (Our rapid growth has outpaced our need for this).

OTHER STUFF:

For sure, you have experience in construction or construction related sales - how else would you have an intimate understanding of our customer base of contractors, developers, and the complexities of construction/ subcontractor contracts and bids.

You will be based in our Delta, BC, Annacis Island head office and report to the President & CEO. This is a hybrid role.

You'll have a team of 6-7 direct reports.

To Apply:

If you're interested in the position, please submit a resume and short cover letter to Lina Chung, HR Manager, Stormtec: linac@stormtec.ca.

Background checks include reference checks, criminal record search, and evidence of good driving history. Valid Canadian work authorization is required.