



Job Posting: Sales Manager for region within North America (considering multiple locations)

BCFoods, Inc. is a global food ingredient company specializing in dehydrated vegetables and select fruits, herbs, spices, and customer blends.

We are currently looking for a full-time **Sales Manager** to join our team. This position will be based out of the home and, depending on location, will support sales coverage both within the regional area of one's home office as well as some national sales support. Key areas we're considering include the Southeast, Midwest and Western US locations.

Selling our portfolio requires a professional style. This is not a 'hard sell' process; most of our customers have been with us more than 10 years. They buy from us because of our commitment to quality and service. It can take several years to convince a customer to move their business. It's more about building solid relationships with our customers and implementing strategy.

A summary of what we are looking for includes:

- Bachelor's Degree (4-year degree or equivalent) required
- Minimum of 5 years professional sales experience with experience within the food industry and, in particular, industrial ingredient category a big plus.
- Pro-active salesmanship and personality
- Experience with product development/R&D preferred
- Needs to be outgoing, smart, possess a high level of integrity, ability to make strategic decisions, good negotiation skills, and excellent presentation skills (in person, phone, email, etc.)
- Well-organized, can manage multiple customers' needs, prospect for new accounts, stay ahead of industry trends, and develop new markets.

A more in-depth explanation of what we are seeking would be that you have strengths in the following areas;

- Communication (both written and oral). Emailing is the majority of communication, but phone calls and face-to-face meetings are still very important too. In addition, communication within the office to work with Procurement, Quality, Logistics, etc. is vital.
- Volume of Work: we are a very fast paced, complex environment. If you prefer that, we are a good fit. If you prefer a lot of activity and not much downtime during the work day, we are the right fit.
- Retention of Information: we sell more than 500 items which come from about 30 different crops. Our ingredients come from more than 10 different countries worldwide. You will need to learn the story behind each of these, requiring strong ability to learn and retain information.
- Intelligence: Due to the complexity and pace, we tend to have a high turn-over of people in the first year since many people think they can do it, but realize it isn't for them. Once past this first year, our turn-over is very small; over ½ of our team has been here more than 7-10 years. You

should be able to look back at how you did in school or very complex tasks to see how high you rank in this area. Math and Science are key areas of intelligence that fit well here.

- Team Work; being able to work very well in a team environment is critical. We rely on each other. Procurement, Customer Service, Planning, Quality, Production, Logistics and Sales work as one seamless group. You will communicate on a daily basis with all of these departments. Getting along, listening skills, and a friendly style are essential.
- Salesmanship; Selling starts with a 'no', so the ability to deeply understand our product line, how we compare to competition, and how to get the customer into a dialogue that allows you to understand their decision making and how to alter it is vital.
- Service; although selling is key, service is right next to it. We have a very high customer retention; and that is because we take care of our customers. The Sales Team is the customer advocate; and ultimately it is up to them to make sure the rest of BCFoods is doing what is needed to meet their requirements.
- Organization; due to the high workload and complexity, a simple "to-do list" style isn't going to work here. We are looking for someone that has the ability to know all the things that need to be done and, most important, what to do next.

This position will require travel about 20-30%, or roughly one week a month. Travel will primarily be within a defined territory comprised of multiple states, however it will also include trips to other places around the nation depending on customer sites, trade show locations, etc. Canada and an occasional trip overseas could also be required.

This position offers a competitive compensation with bonuses based on both individual and company achievements. We offer excellent medical and dental benefits, 401K, and a hardworking, fun team environment.

If interested, please reply to resumes@bcfoods.com with resume and cover letter, **please include "SALES MANAGER" in the subject line.** We are only considering resumes where the candidate has shown they have researched this opportunity, and are sincerely interested in a career in the food industry.

All cover letters are expected to explain the following:

- Why am I interested in the food industry?
- What are my future career goals?
- What makes me an excellent sales person?
- What separates me from others when it comes to work ethic?
- If my resume shows I have "job-hopped" in the past, explain why...
- Salary history the past 3 years including commissions/bonuses.