

Regional Specialist Sales Manager

Position Summary:

The Regional Specialist Sales Manager (RSSM) is responsible for managing a team of between 5 and 7 Regional Sales Specialists (RSSs). The focus of this Sales team is: i) selling the full portfolio of Dharmacon, Open Biosystems and ABgene-branded products and services in a defined region and ii) selling Dharmacon and Open Biosystems-branded products across the entire region for deals of \$20K or greater. The team will sell within assigned territory/accounts with the objective of increasing profits and market share for the Thermo Fisher Scientific's Life Science Research (LSR) Division. Additional product lines may be included as deemed appropriate by Sales management. Duties and responsibilities include:

- Travel with the Sales team frequently to support and train, as well as understand market conditions (estimated 30-50% travel, including occasional weekend travel)
- Travel with new RSSs for 2 days every 4 to 6 weeks for the first 6 months
- Travel with established RSSs 6 to 8 weeks
- Hold weekly discussions with Sales team regarding top opportunities, overall pipeline and performance to goals
- Hold regional sales meetings as required and approved to supplement National/Global Sales meetings
- Drive progression and close of top opportunities, and monitor success of new products as well as the overall pipeline's progress
- Drive the consistent use of CRM (Salesforce.com) as a primary tool for time and territory management, opportunity management, marketing and reporting
- Report to Sales management on top opportunities each week
- Ensure that all opportunities are appropriately documented and updated in Salesforce.com for easy communication to the senior management, Marketing, Finance and Production teams
- Conduct a monthly review with team of Top Account Spreadsheet (key pharma, biotech and academic customers) and overall strategies, tactics and progression of these accounts
- Construct a regional business plan in December for the upcoming year, reviewing quarterly to assess success and adjust the plan as necessary, and reinforce the same process of territory planning with the Sales Specialists
- Assist Sales and Marketing management in developing agendas and modules and in executing Sales meetings
- Assist Sales management with forecasting and the quota setting process
- Take the lead in employee hiring and termination with the support of Sales management and Human Resources
- Develop team member-specific career development programs, and work with team members to assess progress and reach appropriate goals
- Assist Sales and Marketing management in assessing competitive situations and developing novel competitive strategies
- Prepare and deliver 90-day goals and subsequent 90-day evaluation for new employees; prepare and deliver mid-year and annual reviews; and prepare additional reviews as needed
- Possess and exhibit demonstrated leadership ability

- Possess and exhibit in-depth knowledge of current or similar molecular biology product lines and competition in order to sell and coach the Sales team.
- Exhibit knowledge of pricing standards and ability to coach team on routine pricing scenarios and selling value
- Exhibit demonstrated ability to assess sales situations, sell consultatively, devise and pre-close a sales strategy that the customer will agree to
- Bring fully thought-out sales strategies to Sales management for approval
- Exhibit ability to act as the lead on large deals and coach the team on large deals
- Possess a proven track record of handling negotiations, basic terms discussions and a high close rate without significant support required
- Understand terms and conditions and be able to liaise between Legal and customer to finalize contracts
- Ensure that RSSs complete all required reporting and expenses accurately and in a timely fashion
- Ensure that all RSSs are proficient in Common Sense Selling (sales course) techniques
- Monitor RSSs' performance on a consistent basis, encourage strong performance and coach weak performance, acting quickly and efficiently to resolve underperformance
- Exhibit proficiency in giving level 1 technical presentations
- Have an up-to-date view of performance in each territory and region to quarterly and yearly quota on a consistent basis, meeting or exceeding monthly, quarterly and yearly quotas

Minimum Requirements/Qualifications:

- Bachelor's degree in biochemistry, molecular biology or the equivalent
- In-depth knowledge of common molecular biology techniques and especially in the RNAi field.
- 4+ years of relevant, previous sales management experience with proven results
- 5+ years of relevant, previous sales experience
- 2+ years of molecular biology or cell biology lab experience or equivalent

Additional Desired Qualifications:

- Self motivated, results oriented and success driven
- Excellent written and verbal communication skills
- Excellent organizational and time management skills
- Experience with Microsoft Office and proficiency in internet searches