



Director of Sales West Region

SourceMark is a US company based in Franklin, TN that provides surgical, infection prevention, and anesthesia/airway products. We partner with US and OUS pioneers to bring high quality, innovative products to over 3,000 US customers.

Founded in 2002, SourceMark is proud to offer products that provide meaningful clinical differentiation without compromising quality or complicating clinical workflows or the clinical experience. We team with the leading group purchasing organizations (GPO's) and national distributors and are a certified minority-owned business.

Director of Sales West Region

POSITION OVERVIEW: As a SourceMark employee, the Director of Sales maintains the highest ethical professional standards, is strategic and thoughtful in their work, and proactively seeks opportunities to improve the performance of the Sales organization and the company. The Director of Sales is responsible for the overall productivity and effectiveness of the sales organization, and works closely with internal and external stakeholders, including executive leadership, to support the company's goals. Reporting to the Area Vice President Sales, the Director of Sales leads by example to ensure the Region meets and exceeds revenue, pipeline, forecast, and other performance goals.

JOB RESPONSIBILITIES

- **Is personally responsible for developing and executing an annual plan that ensures long-term performance.**
- **Brings, maintains, and builds relationships with Regional IDNs and strategic clients including senior level contacts.**
- **Proactively recruits, develops, and manages a Field Sales Organization, both direct and indirect, and is responsible for the development a high performing Sales team.**
- **Proactively travels the Region and works in the field:**
 - **Independently visits customers.**
 - **Supports the local Sales staff.**
- Ability to manage multiple responsibilities to success.
- Representing the Sales organization, coordinates with other business function and stakeholders
- Builds peer support and strong internal-company relationships with other key management personnel.
- Willingly engages other projects and tasks as needed to support the company's overall performance.

ACCOUNTABILITIES AND PERFORMANCE MEASURES

- Achievement of sales, profit, and other strategic objectives.
- Accountable for the execution of sales organization's performance.
- Accountable for the thorough implementation of sales organization-impacting initiatives.
- Responsible for the efficient allocation of technology, support, and training resources impacting the sales organization.
- Accountable for accurate and on-time reporting essential for sales organization effectiveness.
- Achievement of strategic objectives defined by company management.

QUALIFICATIONS

- Four-year college degree from an accredited institution or equivalent work experience required.
- Minimum three (3) years successful Sales Experience Medical Sales required; Surgical or Anesthesia market preferred.
- Minimum two (2) years Sales leadership preferred.
- Demonstrated proficiency managing analytically rigorous initiatives required.
- Proficient in MS Word, PowerPoint, and Excel required.
- Proficient in utilizing a CRM platform required:
 - SFC or Maximizer
 - Power BI preferred
- Ability to home-office and work remotely required.
- Ability to successfully achieve client Vendor Credentialing status required.
- Successful history of building relationships with the Region's GPOs and IDNs preferred.

ENVIRONMENTAL JOB REQUIREMENTS AND WORKING CONDITIONS

- REMOTE work location – **West US required**
- This position requires weekly travel.
- All prospective employees must pass a background check.
- Candidates are At-Will employee.

COMPENSATION

- Base salary
- Quarterly Commissions
- Auto Allowance
- Benefits (Full Time)

Dated March 11, 2024 and subject to termination without notice.