



SALES MANAGER - US

Solas Energy (www.solasenergy.com) provides commercial advisory consulting services to the renewable energy industry. We specialize in project development and project management consulting services, climate change policy analysis, and asset acquisition/divestiture services for utility scale wind and solar power projects. With experience in renewable energy and climate change dating to the late 1990's, Solas Energy provides consulting on a variety of projects in the U.S. and Canada to utilities, developers, contractors, and equipment manufacturers.

Position Overview and Job Description – Sales Manager

Purpose of Position

Reporting to the President & CEO of Solas Energy - US, the Sales Manager will be responsible for the direction and management of all sales and business development operations, including market competitiveness, market penetration strategy, key account management, oversight, and development of regional markets. The Sales Manager will also drive customer acquisition and revenue goals. Approximately 60-75% travel is required for this position.

Main Job Tasks and Responsibilities

- Closely manage sales pipeline from first customer interaction through contract signature and hand over to our project teams.
- Lead commercial and legal negotiations for contracts.
- Develop proposals, sales presentations, and target client lists.
- Conduct services pricing analysis, and competitor assessments, and develop pricing strategies.
- Create a culture of success with ongoing business and goal achievement.
- Develop annual sales and strategic business plans to drive target revenue and market share.
- Assess market potential and identify new business opportunities and strategic partnerships.
- Provide expertise to the company by building, developing, and managing a sales team capable of executing to the company's strategic objectives.
- Develop and implement sales selling cycle and methodology based on market research and competitor analyses, holding the sales and business development team accountable for KPIs.
- Analyze and evaluate the effectiveness of sales, methods, costs, and results.
- Work in conjunction with the CEO and department heads to cultivate customer relationships and develop and implement strategies for expanding the company's client base.
- Lead with a compelling strategic vision that is in alignment with the organization's short- and long-term goals.
- Be a role model for the company culture, establishing credibility with new and existing clientele.
- Recruit, hire, train, and develop new outside sales reps, including the development of a defined training program for local market sales reps.
- Serve as the internal and external evangelist for Solas Energy's full suite of services, working with the sales team, support team, and key customers as necessary.
- Define and oversee incentive programs that motivate the sales team to achieve their sales targets.
- Provide detailed and accurate sales forecasting communications to both senior leadership and sales teams.
- Leverage customer insights to identify business opportunities and product strategies.
- Manage key customer relationships and participate in closing strategic opportunities.

- Align with marketing team to build successful lead generation and client nurturing programs.
- Represent the company through in-person meetings, presentations, and industry and client events to foster key client and partner relationships.

Education and/or Experience

- 10+ years of experience developing, managing, and growing a sales team on a national level.
- Significant B2B sales experience in the renewable energy sector.
- Experience recruiting, hiring, training, and developing a sales team, including sales funnel management and structuring sales quota and revenue expectations.
- Demonstrated ability to manage sales pipeline from prospect to contract.
- Strong client retention track record.
- Strong closing skills with a proven track record of increasing revenue and market share.
- Experience working closely with marketing teams to collaborate on market research and competitive analysis to improve sales efficiency and win rate.
- Demonstrated strategic thinking with an entrepreneurial spirit.
- Extremely data-driven with the ability to perform quantitative data analysis, including developing KPIs and metrics for successful goal attainment.
- Well-versed in utilizing CRM systems to support activity tracking and real-time reporting across the sales organization.
- Excellent organization, communication, and presentation skills.
- Must be willing and able to travel up to 60-75% to both existing and prospective markets, in addition to annual company and client events.
- Close proximity to a major airport is highly preferred.

Minimum Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Strong proficiency in MS Office Suite and CRM systems.
- Strong analytical and pricing strategy skills.
- Strong communication, organizational, and interpersonal skills.
- Must be a self-starter and able to take initiative.
- Strong attention to detail; focus on accuracy, consistency, and quality of work; high degree of integrity and reliability.
- Ability to write, speak, read, and understand English.
- Ability to pass a criminal and background check.
- Ability to travel outside of the United States, as needed.

Key Competencies

- Passion for renewable energy
- Very strong verbal and written communication skills and negotiation skills
- Strong attention to detail and focus on accuracy, consistency, and quality of work
- Ability to prioritize and manage multiple tasks.
- Flexible with assignments and comfortable shifting priorities in a dynamic work environment.
- Customer service-oriented
- Functions well within a collaborative team environment
- Strong planning and organizational skills
- Problem-solving ability
- Highly motivated
- Strong ethical standards and adherence to confidentiality policies
- Reliable

Compensation and Benefits

- This is a full-time, non-exempt position. This position will be located remotely. Salary will depend on experience level and will have a base plus bonus structure.
- Benefits include medical, vision, dental, retirement, short-term disability, long-term disability, life insurance, AD&D, statutory worker's compensation, unemployment insurance, general liability, errors & omissions, activity reimbursement, paid vacation, and paid sick leave.

Equal Employment Opportunity Statement

Solas Energy is an equal-opportunity employer. Discrimination in the hiring or employment of individuals based on race, color, religion, sex (including pregnancy, sexual orientation, hairstyle, gender identity or gender expression), national origin, disability, veteran's status, age, or genetic information (including family medical history) is illegal and will not be tolerated. Solas Energy will provide reasonable accommodation to applicants and employees who need them for medical or religious reasons, as required by law.

Commitment to Diversity

Solas Energy is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in company policy and the way we do business at Solas Energy, and it is an important principle of sound business management.

Solas Energy believes that diversity and inclusion are essential to the ongoing success of the company through improved employee engagement and business performance. A diverse and inclusive workforce reflects the communities where we work and operate, and provides diverse thought, capabilities, and collaboration. We value our high-performing team and celebrate the diverse thoughts and experiences of each employee.

Disclaimer

This job description is not intended to be an exhaustive list of all skills and working conditions. It is intended to be an accurate reflection of those principal job elements essential for making fair pay decisions about the job. In no event shall the job description be construed to represent a contract of employment. Solas Energy maintains "at-will" employment, where either party is free to dissolve the relationship at any time.