

Territory Manager- New Mexico/Arizona

Location: New Mexico

Position Type: Full Time

Compensation Structure: Base Salary + Commission

Reports to: President

This position will be responsible for building and expanding relationships with strategically important utility and industrial customers in assigned territory of HBI. The Territory Manager is responsible for achieving sales targets, pipeline management, relationship management and strategic account planning while maintaining focus on customer satisfaction. The Territory Manager represents the entire range of products, services, solutions, and systems for all manufacturers that HBI is authorized for in the assigned territory.

Responsibilities

- Customer Account Strategies - Participates in the development of sales strategies for customer accounts with in-depth understanding of the customers' current business and long-term plans.
- Sales Targets - Defines and proposes sales targets and growth margins for the customer accounts in the territory and ensures their achievement with a structured and timely follow-through process. Manages / achieves both overall & manufacturer specific sales targets, customer account coverage, & customer satisfaction targets for the territory; takes accountability for the monthly, quarterly, & annual results on the territory or the specific manufacturer product lines.
- Customer Account Plan/Account management - Leads the development and implementation of the customer account plans to include designing the executive relationship strategy and coverage plans, prioritizing the opportunities, identifying a target for each solution element. Identify the required customer processes and timelines to qualify manufacturers' solutions with customers and influencing their specifications. Remain alert and responsive to customers' needs, concerns, RFPs, or other potential business contracts, positioning solutions for winning the business opportunities. Coordinate with manufacturers on the winning strategies for opportunities by effective communication of target pricing, competitive analysis, risks, and other relative factors.
- Customer Relations - Establishes and develops long term credible relationships with customers' key decision makers that will enable a spirit of trust and mutual success. Manages meaningful customer engagements with support from manufacturers; acts as

focal-point for problem resolution while monitoring the successful close out of issues & actions; and demonstrates ability to build lasting, trusting, & widespread relationships across the customers' organizations.

- Market Activity – Monitors competitors' activity with each account and ensures that appropriate response strategies are formulated and implemented.
- Portfolio Management - Promotes and represents products, systems, & services across all manufacturers represented by HBI in the territory; and demonstrate ability to combine discrete products & services into a comprehensive value-based solution.
- Customer Insight - Develops / maintains intimate understanding of customers' business strategy, purchasing behavior, & organizational structure (including customer needs, regulatory drivers, threats, economic trends, & competition). Provides insight to customers by providing knowledge to guide customers as they navigate alternatives.
- Industry and Market Knowledge - Understand market dynamics & macroeconomic influencers; maintain awareness of competitors' activity with each potential & existing account and ensure that appropriate response strategies are formulated & implemented.
- Customer and Strategy Teamwork - Participates with management, co-workers, distributor partners and manufacturers' sales organization to develop & execute customer account plans; delivers new insights, and connects experts to the customer while respectfully challenging the status quo; actively engages in critical project touch points, anticipate the need for intervention & escalation, and take action to initiate such communication.
- Marketing - Coordinates the use of internal and/or external resources to introduce meaningful concepts & solutions for the customer; this may include trade show / exposition attendance, Territory Manager-initiated customer entertainment activities, executive round tables, and/or organizing more technology-specific events for customers.
- Administration: Enters & maintains relevant sales data into appropriate databases & systems, including pipeline management, expenses, reports, and ad-hoc requests for marketing input.
- Additional duties may be assigned, as required.

Qualifications, Education and Skills Required

- Bachelors' degree with minimum of 5 years of professional experience. Lesser years of experience will be considered based upon the specifics of the experience.
- Degrees in Engineering, Project Management, Sales and/or Marketing are preferred. However, other disciplines will be considered with proven technical selling aptitude.
- Recent experience in sales and working knowledge of power transmission and distribution products, their applications and market.
- Minimum of 5 years in a customer facing role (i.e., account management, application engineering, product management, business development)
- Willingness to travel up to 60% within the assigned territory.
- Excellent technical communication skills (written & verbal).

- Strong interpersonal and customer relationship skills, especially listening.
- Intrinsic ability to focus on results, take initiative, and operate with a sense of urgency.
- Highly strategic, with excellent work ethic, being accountable and productive with little direct supervision.
- Unquestionable integrity and a high degree of professional ethics.

About HBI Energy Associates

HBI Energy Associates LLC was originally formed as Harold Bryant, Inc. By Harold Bryant and Greg Skypala in 1997 primarily representing Asea Brown Boveri (ABB) to utility customers in the Texas Panhandle. 9/11 and the Enron collapse created a downturn in business but was also the impetus to pursue additional territories and manufacturers. Harold announced his retirement and Greg purchased his interest in 2003. Since then, HBI Energy Associates has been recognized as a leading technical sales agency, representing world class electrical equipment manufacturers and service providers to utility, industrial, power generation, and renewable energy customers in Texas, New Mexico, Arizona and Oklahoma.