**Regional Sales Manager**

**Company:** Capstone

**Locations:** California, Virginia, New York

**About Us:**

Capstone is a company dedicated to revolutionizing the customer experience through innovative and sustainable supply chains. We are a team of passionate individuals committed to four core values:

* **Customer Focus:** We prioritize understanding and exceeding customer expectations in everything we do.
* **Operational Excellence:** We strive for continuous improvement in our processes, driving efficiency and effectiveness.
* **Collaboration:** We believe in fostering a collaborative environment where open communication and teamwork lead to success.
* **Sustainability:** We are committed to minimizing our environmental impact and operating responsibly throughout the supply chain.

As a Regional Sales Manager, you will play a key role in achieving our sales goals and objectives within your assigned territory. You will be a strategic leader, building strong relationships with customers and driving revenue growth through a focus on customer needs and satisfaction.

**Responsibilities:**

* Develop and implement a regional sales strategy aligned with Capstone's overall business objectives.
* Lead and manage a team of sales representatives, providing coaching, mentoring, and performance development.
* Analyze market trends and competitor activity to identify new business opportunities.
* Set and achieve aggressive sales targets, exceeding quotas and contributing to the overall success of the sales team.
* Prepare and manage sales budgets and forecasts.
* Collaborate with other departments (Marketing, Operations, Customer Service) to ensure a seamless customer experience.
* Monitor and report on sales performance metrics, analyzing data to identify areas for improvement.

**Qualifications:**

* Bachelor's degree in Business Administration, Marketing, Sales, or a related field (or equivalent experience).
* Strong understanding of sales principles, strategies, and methodologies.
* Excellent communication, presentation, negotiation, and interpersonal skills.
* Ability to build strong relationships with customers and internal stakeholders.
* Proven ability to coach, mentor, and motivate a sales team.
* Strong analytical and problem-solving skills.
* Excellent time management and organizational skills.
* Ability to work independently and as part of a team.
* Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) and CRM software (a plus).
* Experience in your designated territory (California, Virginia, or New York) is a plus.

**Skills Required:**

* Strategic thinking and planning.
* Customer relationship management.
* Sales forecasting and budgeting.
* Territory management.
* Market research and analysis.
* Team leadership and motivation.

**Benefits of Working at Capstone:**

* Competitive salary and benefits package.
* Opportunity to work in a dynamic and growing company.
* Collaborative and supportive work environment.
* Performance-based incentives.
* Professional development opportunities.
* Commitment to diversity, equity, and inclusion.

**To Apply:**

Please submit your resume and cover letter to the appropriate email address listed below based on your preferred location:

* **California:** [supplychain\_CA@capstone.com]
* **Virginia:** [supplychain\_VA@capstone.com]
* **New York:** [supplychain\_NY@capstone.com]