# Vice President Sales National and Emerging Account

# Shamrock Foods Company

The Vice President, Sales – National/Emerging Accounts manages and directs the strategic execution of sales plans and initiatives. This position is responsible for representing Shamrock Foods Company at the “C” suite level. The Vice President, Sales – National/Emerging Accounts will be Accountable for all Strategic sales, service, profitability and satisfaction with existing customer base and new business development initiatives. The person in this position will be charged with meeting and exceeding agreed upon financial goals and objectives and will interface with all Branches and Shared Services in the execution of all contracts.   
  
ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned. •Provide strategic direction to the development of new and existing business in all business regions •Direct the implementation of policies, strategies and best practices in the development of new business in the business arena •Participate in Strategic Planning Process with Sr. Leadership and Branches as it relates to the business •Monitor and review performance results of customers with Sales teams and the execution of action plans required to produce desired results •Direct the implementation of business development goals, profitability and strategic corporate objectives and monitor progress toward meeting those objectives •Participate in “C” level top–to–top business reviews with customers •Lead the Sales Team, participate in high level negotiations with prospective and existing customers as well as business development •Develop annual business plan in support of organizational strategy and objectives.

* Ensure communications are coordinated, support sales plan objectives and meet organizational expenditure requirements. •Develop and recommend sales strategies for improvement based on market research and competitor analyses. •Manage multiple channel selling strategies. •Build, develop and manage sales team capable of carrying out needed sales and service initiatives.
* Reinforce Shamrock's culture, values and vision towards improved outcomes, customer service and cost effectiveness for all customers •Evaluate Profit Modeling, Net Profit Before Taxes targets measured by actual profit to objective and Contract Management. •Establish strong relationships with the entire Shamrock organization, work especially close to Branch Leadership Team •Meet Corporate budget and expenses for the department measured by P&L monthly. •Provide Corporate support for all reporting and IS requirements •Participate in DMA, IMA and Markon meetings as needed to further the business objectives •Fosters a work environment that reinforces organizational collaboration and flexibility resulting in the emergence of a collective organizational capability” SUPERVISORY RESPONSIBILITIES Direct – Director, Sales; indirect Business Consultant, indirect RSMs, Indirect Business Development Managers, Indirect Account Managers 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. The successful candidate must be able to understand all policies, procedures, instructions, rules and regulations (including all safety training and safety information) associated with this position which are written in English. In addition, the successful candidate must be able to appropriately respond to these and, where needed, provide reports, presentations, information or communications in English. •Needs to exhibit and work effectively within our culture Shamrock Foods has a unique culture that is based on: oIntegrity oHonesty oDignity oRespect oOpen honest communication between owners, managers and associates, customers EDUCATION and/or EXPERIENCE •Bachelor's degree in Business Administration, Sales and Marketing or related field.   
  
MBA preferred. •Minimum of 15 years previous new business development experience with 5 years previous senior level leadership experience or an equivalent combination of education, training, and experience. •The ideal candidate will have experience as a Branch Manager/Market President/Division President, as well as experience leading a large sales team, including national accounts or contract sales •Foodservice distribution sales experience is a must–have. Required Competencies: •Leadership: a demonstrated ability to lead people and get results through others.

* Planning: an ability to think ahead and plan over a multi–year time span. •Management: the ability to organize and manage multiple priorities. •Sales and service systems development and deployment. •Problem analysis and problem resolution at both a strategic and functional level.
* Technical skills in strategic planning and sales planning. •Employee training and development. •Strong customer orientation. •Excellent interpersonal and communication skills including presentation skills.
* Skilled at developing and motivating high performance teams and strong team players. •Commitment to company values. •Adept at contract compliance/management •Consultative Selling and Process Improvement Skills (Lean/Six Sigma) •Equipment/Computer Skills: •Proficient in Microsoft Office including but not limited to: Word, Excel, and PowerPoint. ADDITIONAL QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily.

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Needs to exhibit and work effectively within our culture. Shamrock Foods has a unique culture that is based on: oIntegrity oHonesty oDignity oRespect oOpen honest communication between owners, managers and associates, customers LANGUAGE SKILLS: Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public MATHEMATICAL SKILLS: Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume.   
  
Ability to apply concepts of basic algebra and geometry REASONING ABILITY: Ability to apply commonsense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations. Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.   
  
**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the responsibilities of this job, the employee is regularly required to sit and walk or hear. The employee frequently is required to use hands to handle objects and reach with hands and arms.   
  
The employee must be mobile. The employee must occasionally bend and lift and/or move up to 25 pounds. Extensive travel is involved. WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.   
  
Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Hours of Work Hours Vary: Must be flexible and willing to work evenings, weekends, and holidays as needed.