

Director of Sales

Introduction

Flow Tech, Inc.'s purpose is to help people create safe, healthy, and efficient building environments by selling, servicing and supporting engineered HVAC equipment and systems.

Position Summary

We are seeking a dynamic and results-driven Director of Sales to join our team at Flow Tech, Inc. In this role, you will be responsible for leading our sales efforts, driving revenue growth, and fostering strong relationships with clients and manufacturers. The ideal candidate will have a proven track record in sales management, a deep understanding of technical products, and the ability to lead a high-performing sales team.

Position Overview

- Lead, manage and hold accountable the outside sales, service sales and inside sales teams.
- Develop and execute strategic sales plans to achieve company objectives and revenue targets.
- Mentor and motivate the sales team to achieve individual and collective sales goals.
- Build and maintain strong relationships with existing clients while actively seeking opportunities to expand our customer base.
- Stay informed about industry trends, market conditions and competitors to identify business opportunities.
- Collaborate with cross-functional teams, including marketing and product development, to enhance product offerings and market presence.
- Analyze sales data and performance metrics to drive continuous improvement in sales strategies.
- Provide regular reports and updates to senior management on sales performance, forecasts and market insights.
- Conduct regular sales meetings, training sessions, and performance evaluations for the sales team.

Required Qualifications

- Bachelor's degree in, Engineering, Business, or a related field.
- Proven experience in sales management, preferably in the field of technical product and/or construction.
- Strong leadership and team management skills.
- Excellent communication and interpersonal skills.
- Ability to develop and maintain strong client relationships.
- Analytical mindset with proficiency in using sales performance metrics and data.
- Results-oriented with a focus on achieving and exceeding sales targets.
- Knowledge of commercial HVAC equipment, building controls or related technical products is a plus.



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Compensation:

Base Salary:

The base salary for this position is competitive, falling within the range of \$100,000 to \$150,000 annually, commensurate with experience and qualifications.

Performance-Based Bonus:

- In addition to the base salary, we offer a lucrative performance-based bonus structure. This bonus is designed to reward outstanding achievement in leading and driving the sales team to meet and exceed their targets.
- The specific bonus will be determined based on team performance metrics and overall company profitability. This approach ensures that your hard work and leadership directly contribute to your earning potential.
- While the exact bonus amount can vary, successful Sales Managers at Flow Tech, Inc. can expect the potential to significantly increase their total annual earnings based on team performance.

Employee Benefits

Flow Tech, Inc. is a proud 100% employee-owned corporation ensuring that everyone who contributes to the success of the company shares in the reward through earned stock in the firm. Employees become 100% vested after 6 years of employment.

We reward performance and offer benefits including:

- 100% coverage of medical insurance premiums
- Dental and vision insurance
- 401K with 3% company match, in addition to employee ownership stocks
- \$50,000 employee life insurance along with AD&D and LTD insurance
- PTO, vacation, and sick time

Flow Tech is an Equal Opportunity Employer.

Company Culture

Our employee-owners are the foundation of our success, and we make employee fulfillment our highest priority. We work with integrity; we focus on open communication and teamwork, and we embody an inclusive company culture that rewards hard work. We value a positive attitude and a belief in doing things right. We're proud to offer these additional benefits:

- Work/life balance
- Dog-friendly office
- Business casual attire with casual Fridays
- Free parking
- Company sponsored events – Yard Goats party deck, Flowtoberfest customer appreciation and annual holiday party



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The Why

Flow Tech was founded in 1987, the vision of one person who believed he could help people save energy and get better building control through a niche product. Our very first product line was ABB Variable Frequency Drives (VFDs) and it is at the core and foundation of who Flow Tech is: a technically-focused, specialized product that we can sell and support better than anyone else.

After much growth and success, Flow Tech has become a go-to source for building owners, design engineers and contractors made up of 30 employee owners and 20+ sustainability-focused product lines. Our sales team is essential to the success of Flow Tech.

We need the right person to support this reputation of excellence to help Flow Tech continue to succeed.

About Flow Tech, Inc.

Flow Tech is headquartered in South Windsor, CT and provides competitive, energy-efficient, and quality-focused products, systems, and services. We excel in large commercial and institutional facilities in New England with critical environments. Our customers are focused on energy and carbon reduction, and value control and visibility.

We pride ourselves on our offerings and encourage you to view our complete line of products and services at <https://flowtechinc.com/products-manufacturers/>.

To apply

To be considered for this position, please email your resume to Michael Davis, Mdavis@FlowTechInc.com.