



### **Team Leader, Sales – Western Canada**

Blum is a family-owned company that specializes in manufacturing superior quality hinge systems, drawer runners and lift systems that enhance user convenience in the kitchen and other living areas. Blum Canada is a subsidiary of Julius Blum GmbH, established and incorporated in Canada since 1978.

#### **Summary**

At Blum Canada, the Team Leaders are responsible for implementing, participating in, and facilitating the execution of strategic initiatives in their territories. Team Leaders lead their respective teams in achieving goals and objectives as established from time to time, while working together to achieve the alignment of the company strategies on a national level.

#### **Organisational Situation**

The Team Leader reports to, and works under the responsibility and direction of, the National Sales Manager (NSM).

#### **We**

- ✓ Value experience.
- ✓ Appreciate a structured way of working, strong presentation, organizational and time management skills.
- ✓ Provide opportunities for personal development.
- ✓ Provide with excellent benefits package, RRSP matching contributions, birthday recognition and many more intangible benefits.

#### **You**

#### **Competencies**

- ✓ Are oriented towards fostering individual personnel development, and the development of the team as a whole (team building)
- ✓ Employ strong people skills for the purpose of maintaining and strengthening a team atmosphere in the group, and towards our customers.
- ✓ Have the ability to practice leadership by example.
- ✓ Possess good measures of sales, technical, and market knowledge such that they can be a reference for your team, guiding it to accomplish their tasks.

## Team Leader, Sales – Western Canada (continued)

### You (continued)

#### Leadership Function

- ✓ Approach your role more like a coach than a manager, interacting with and leading the team in a climate conducive to motivation and success.
- ✓ Encourage the Sales & Marketing Representatives to identify opportunities and effectively follow through.
- ✓ Assume responsibilities with regards to executing the annual sales and marketing strategies, along with weekly activity planning for your team members.
- ✓ Develop a knowledge of the customer base and promote best relationships with them.

#### Individual Expectations

- Must be available to participate in Blum-oriented activities, industry trade shows, and events.
- Will be active in personal and professional development opportunities to thrive in your role.
- Will regularly, as needed, make use and consult with all supporting functions, referring the Sales Representatives to these as well.
- Will be able to communicate – on a regular basis or as needed – important activities from customers, distributors, associations, and competitors in your area.
- Maintain your own sales territory with a modified, manageable customer base commensurate with the Team Leader workload.
- Responsible for communicating relevant Blum information to distributor branches (in accordance and aligned with the distribution strategy and distribution manager)

#### Interactive Expectations

- Regularly communicate with your Team, making use of the many mediums provided, in order to sustain and encourage a constant stream of correspondence, while ensuring the team always has in focus the culture, goals, and objectives of the company.
- Set expectations, objectives, goals, and follow strategies consistent with national campaigns and directives, and such as mediated through Blum Canada from Blum Austria or the Region.
- Will spend enough time with his team members on the road to sustain active market knowledge and to ensure the climate of team connection and team building is maintained.
- Promote, and assist with, the team's use of CRM, ensuring consistent activity entry and follow-up.
- Regularly communicates with the other Team Leaders to maintain a national consistency.
- Manage your Team's travel plan budget and engage in Employee Development Dialogue and performance related discussions for your team.

#### Qualifications

- Bachelor's degree in marketing, business, or a related field.
- 5 or more years of experience in Sales preferably in hardware industry
- Proven leadership experience with the ability to motivate and develop a team.
- Proficiency in CRM, marketing tools, platforms, and analytical software.
- Demonstrated ability to adapt to changing trends and think creatively.
- Ability to travel as required for events, tradeshow, and roadshows, nationally and internationally. Expected to travel 30% of your time.

This role will be based in Greater Vancouver area, BC, responsible for managing the sales team for Western Canada residing in British Columbia, Alberta, Saskatchewan, Manitoba.

Blum Canada is an equal opportunity employer dedicated to building an inclusive and diverse workforce. We will provide accommodations during the recruitment process upon request by emailing the [hr.ca@blum.com](mailto:hr.ca@blum.com). Please submit your application to [hr.ca@blum.com](mailto:hr.ca@blum.com).

**Be a part of a culture that fosters growth, diversity, and inclusion.**