

Position Details

Employer: Lennon Fluid Systems LLC (*dba* Swagelok Michigan | Toledo)

Reports To: Director of Business Development

Location: Farmington Hills, MI

Position Status: Exempt, Full-Time

Salary Range: Competitive, Salary plus Commission

Position Summary

Swagelok Michigan | Toledo is the local authorized sales and service center for Swagelok Company in the Michigan and northwest Ohio area. The Sales Engineer is a professional outside sales role meeting face-to-face with existing and prospective customers. Key to success in this role will be to identify new sales or substantial growth opportunities (i.e., automotive, construction, etc.), and earn customer specifications or contracts for current and future projects. In addition, the Sales Engineer will develop relationships with contractors and Architectural & Engineering (A&E) firms to maintain existing and grow new business. The ideal candidate will have achievement focus, consultative sales approach, excellent communication and presentation skills, outstanding customer service and mechanical aptitude. This position is responsible for sales of fluid system components, custom solutions (fabrication & light assembly for customer), and related services to business and industrial facilities, as well as individuals within factories, plants, universities, or other locations. The Sales Engineer will cover the whole company territory of greater Michigan and northwest Ohio and will spend up to half of their time visiting customer sites.

Essential Duties & Key Responsibilities

Business Development Responsibilities (Percentage of Time: 50 – 75%)

- Identify new sales or substantial growth opportunities (i.e., automotive, construction, etc.), and earn customer specifications or contracts for current and future projects. As projects develop, coordinate with appropriate Outside Sales Representative to ensure ongoing success of projects and relationship.
- Investigation of new or existing business for determination of its potential and appropriate sales approach.
- Develop relationships with contractors, as well as with Architectural & Engineering (A&E) firms, to secure ongoing business. Visit these to provide Lunch 'n Learns for awareness and education purposes.
- Assist with filling the sales funnel through lead discovery and large opportunity development, in collaboration with Marketing & Communications, our Sales Analyst, Inside Sales, Outside Sales, and CSR associates.
- Be innovative in the use of social media, websites, industry publications, etc. to uncover data that can be mined for potential opportunities. Identify and attend industry events for networking.
- Position Swagelok as the customer's preferred supplier leading to profitable revenue growth.

Account/Product Management Responsibilities (Percentage of Time: 25 – 50%)

- Serve the needs of customers within industrial, commercial, university research, construction, manufacturing, gas exploration, biotech, power and chemical/petrochemical industries, etc.
- Maintain existing business and increase penetration of these accounts
- Develop and capitalize on new business opportunities and build key customer relationships
- Collaborate with manager to develop and execute a territory sales plan to achieve targeted revenue growth, and targeted sales of strategic products
- Project management of key construction projects



Ongoing Responsibilities (Percentage of Time: approximately 5%)

- Develop and maintain product knowledge, relationship building and professional business development and sales techniques
- Active engagement with continuous improvement education & training and professional/personal development in alignment with company programs
- Assist with all other duties assigned

Position Requirements

Education and Experience:

- Bachelor Degree is required, preferably in business, marketing, communications or engineering (mechanical, chemical, or fluid technology)
- 1-5 years or more experience working in sales, business development, and marketing, is preferred
- Technical experience in engineering, semi-conductor, analytical instrumentation, automotive, alternative fuels or similar in industries is desirable

Knowledge, Skills and Abilities:

- Possesses territory market knowledge, is preferable
- Has a customer relationship focus and ability to demonstrate value in terms of customer's operating expenses
- Proficiency using internet and Microsoft Office suite (Word, Excel, PowerPoint, Outlook) is required; experience with MS CRM and IMS software is preferable
- Knowledge of broad range of fluid system components and applications is desirable

Competencies:

- **Communication:** Listening, oral presentation, written communication, public speaking skills, social acuity
- **Interpersonal:** Approachability, relationship builder, drive to accomplish established goals
- **Leadership:** Integrity, flexibility, character, self-awareness, self-control, and possess both Transactional and Transformational Leadership skills, organizational awareness
- **Teamwork/Collaboration:** To be supportive of all company initiatives, act collaboratively with other sales associates and other company associates, customer relationship orientation
- **Thinking:** Decisive, cognitive ability, innovative, problem-solving, solutions-oriented, effective learning style, mechanical and mathematical aptitude
- **Work Habits:** Results oriented, attention to detail, planning and organization, strong work ethic, resilience, ability to function autonomously, work with a sense of urgency

Working Environment

Working Conditions: Frequent travel within business territory is required, with occasional travel to Swagelok factory in Cleveland. Ability to sit at desk and work on computer regularly. Ability to infrequently bend, twist, reach, carry and lift materials up to 50 pounds.

Work Schedule: Standard company business hours are 8 a.m. and 5 p.m. weekdays.

Farmington Hills Office: Business casual office, warehouse and shop floor environment.

The above job description is not designed to cover, or contain, a comprehensive listing of activities, duties or responsibilities that are required of the associate. We strive to be a high-performing organization to support our customer needs and business growth, and thereby, our own. Associate engagement in activities that further these goals, as assigned by leadership, are to be expected.

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