

## Regional Sales Representative

Department: Sales  
Reports to: National Sales Manager  
Location: In or near Seattle, WA  
Sales Territory: Pacific Northwest and Mountain States  
Experience: 5 to 7 years  
Job Type: Full Time Employee (exempt)  
Education: Bachelor's Degree

Tournesol Siteworks is a national manufacturer of landscape products for green buildings based in the San Francisco Bay Area. We're currently searching for a Regional Sales Representative as a member of our Sales group to cover the Pacific Northwest and Mountain states including Colorado, Wyoming, Idaho, Montana and Utah. We can promise you an interesting opportunity at the forefront of the Green Building market, a great place to work with a growing company, good benefits, and an interesting client base working on environmentally-conscious construction projects nationally. Because we're a tight-knit group, you need to be a team player to succeed here.

The Regional Sales Representative will work directly with the National Sales Manager and the Inside Sales team on multiple projects in the region. The Regional Sales Representative will be responsible for establishing contact with existing customers, identifying new opportunities, and following up on potential leads. The Regional Sales Representative will also identify emerging markets and develop plans to utilize those markets to expand revenue.

### Essential Duties / Responsibilities

- You'll work together with landscape architects, architects, and designers to get products specified into commercial applications. You will deepen existing specifier relationships by cross-selling our entire range of products, and grow the number of designers that specify the product in the territory.
- You'll support and train distributors and landscape contractors who sell, install, and use Tournesol's products. These critical contacts will make or break a sale. You will expand the network of contractors that prefer to use our products, and add supporting distribution as required.
- You'll be working the entire sales cycle, from initial specification to close to support for the customer using the product in the field. You'll be informally leading a territory support team including an inside sales person and an inside sales coordinator.
- You'll quickly learn the full range of the Tournesol Siteworks product line, the regional nuances of product use, and become well-versed with the competitive environment for the company in the territory. You'll be expected to communicate with other Regional Sales Representatives as part of the sales team.
- You'll travel the entire territory on a regular basis, typically spending 4 days a week in the field with customers. You'll use Salesforce extensively to record and communicate your activities with the sales team.

### Important Skills and Abilities

- 3 – 5 years demonstrated sales success, preferably with knowledge of the specification process and bidding phases
- Must be self-motivated and have excellent sales discipline, as you will be working out of your home supported by the sales team in Northern California
- A valid driver's license and proven safe driving record
- Computer proficient in use of Salesforce, MS Office and presentation software
- Possess excellent written communication and presentation skills
- Demonstrated time management and organizational skills
- Ability to work effectively with others, be flexible in work assignments, and assimilate and understand information in a manner consistent with the essential functions. Must be able to accept and work in a dynamic environment where the need to attend to multiple projects and adapt to changing demands in a timely manner is essential.

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed above are representative of the knowledge, skill and/or ability required. You should have sufficient education, training and/or work experience to demonstrate possession of these skills. This would typically mean a minimum of three or more years' previous experience in an outside sales environment.

Most importantly, we're looking for individuals who are organized, thorough, and think for themselves in the workplace. You'll be working on many projects, and will be expected to keep them all moving forward. You'll need to be comfortable working on a computer and in a manufacturing environment. You should enjoy a small-business environment where your performance makes a difference every day. You'll need to be self-directed, and be able to make decisions without continuous supervision.

**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, unless accommodation would cause undue hardship to the business. While performing the duties of this job, the employee is regularly required to:

Occasionally – Activity or condition exists 1/3 of the time

Frequency	Physical Demands																	
	Lift/Carry				Push/Pull				Bend									
	< 10 lbs	11-20 lbs	26-40 lbs	41-100 lbs	< 12 lbs	13-25 lbs	26-40 lbs	41-100 lbs	Squat/kneel	Sit	Walk	Stand	Climb	Crawl	Reach above shoulder	Handling / Fingering	Twist/Turn	Keyboard
Occasionally	X														x	X	X	
Frequently											X	X						
Constantly										x								x

Frequently – Activity or condition exists from 1/3 to 2/3 of the time

Constantly – Activity or condition exists 2/3 or more of the time

“Frequently” or “Constantly” are ESSENTIAL elements, or demands occurring in the job since they exist, in general, more than half of the time. Physical demands which are designated “Occasional” may be considered essential depending on other conditions.

You'll be well rewarded with an annual salary depending upon your experience, an annual revenue bonus based on target sales, an activity bonus, three weeks paid vacation, full healthcare, 401k matching, and other attractive benefits upon completion of the requisite period of employment. We take good care of our people, and folks that fit within the group and perform, tend to stay for a long time. You can check us out at [www.tournesolsiteworks.com](http://www.tournesolsiteworks.com). If you are interested, please send a MS Word or PDF copy of your resume and salary history to [jobs@tournesolsiteworks.com](mailto:jobs@tournesolsiteworks.com). Please do not send in more than one; we receive many responses. We'll do our best to respond within 3-5 business days for those candidates considered for the position.