



Job Description

Job Title: Sales Engineer

Department: Sales

Reports To: President

Direct Reports: None

Company Overview: Founded in 1985, Blue Ridge Industries (BRI) began as a custom injection molder and assembler of plastic parts in Winchester, Virginia. Over the years, BRI has developed and expanded its injection molding capabilities with presses ranging from 84 to 950 tons. With over 150,000 sq. ft. of manufacturing and warehouse space, BRI has added other services to meet the needs of customers across the country and the world. BRI offers engineering services, automated assembly options, specialized decorating, warehousing, and end-user fulfillment.

Summary: Due to rapid new and existing customer growth, BRI is seeking a motivated Sales Engineer to intentionally seek out our customers' needs, work with the BRI team to find quality solutions, and present those solutions' value to our customers. The Sales Engineer is a critical individual contributor, but also works closely with the BRI business development team. As an individual contributor, the Sales Engineer must exercise impeccable customer relations skills while accurately presenting BRI's cutting edge technical art-of-the-possible. As a team member, the Sales Engineer must understand BRI's manufacturing and process capabilities completely, represent them accurately, and work with the team to develop solutions for customers. The Sales Engineer is responsible for understanding and translating existing and potential customers' challenges, friction, and opportunities into problem statements the BRI team can provide solutions for, including creating product proposals, and generating profitable/competitive quotes that consistently win new business. The Sales Engineer is responsible for timely turnaround and technically accurate product proposals and quotes.

Key Responsibilities/Duties:

- Win new customers that complement and/or expand BRI's market breath and increase sales. (50%)
 - Strategically target customers through account-based marketing—identifying customers that fit in BRI's strategic plan, are desirable from a market perspective, have compatible levels of technical requirements, and are good business partners.
 - Conduct meetings with potential customers to review market/product trends, gain understanding of customer needs, and present opportunities for win-win projects.
 - Coordinate with BRI technical team to ensure customer requirements are conveyed and technical solutions are feasible.
 - Develop and present quality technical proposals and quotations that meet customer needs.
- Increase existing customers' BRI product lines and sales volumes. (25%)

- Conduct technical sales meetings to review market/product trends, gain understanding of customer needs, and present opportunities for win-win projects.
- Develop and present quality technical proposals and quotations that meet customer needs.
- Keep the BRI team informed of forward-looking customer needs.
- Backup existing Customer Relations Manager to help manage existing accounts as needed.
- Develop and implement a strategic annual sales plan, considering current customers, active leads, current and near-term projected BRI capabilities, economic/market conditions/projections, regulations, and available capacity. (10%)
- Update BRI's social media and website to market capabilities and services to existing and potential customers. (10%)
- Performs any other duties assigned. (5%)

Qualifications/Skills:

Experience: Ten to fifteen (10-15) years of experience in direct manufacturing sales, preferably in plastics injection molding. Proven experience growing accounts and portfolios is required.

Education: Minimum BS (Bachelor of Science) degree in Business, Marketing, or equivalent four (4) or more years' experience in direct sales for a contract manufacturer, preferably in the plastics industry.

Communication: Excellent English verbal and written communication skills are required. Must be able to present information clearly and speak effectively before customers. Must understand sales communications and be proficient in business negotiations and sales. Spanish language skills are a plus.

IT (Information Technology): Must be extremely proficient and have at least four (4) years' experience in Microsoft Office (especially Excel and PowerPoint). VBA experience is desirable. Experience with Microsoft Project and the IQMS (DELMIAWORKS) ERP system CRM module is desirable.

Environmental Conditions: **Must** be able to sit or stand for extended periods of time. Individuals may be exposed to cold, hot and/or humid conditions on the manufacturing floor. Must always adhere to safety regulations.

Physical Activity Requirements: **Must** be able to walk, talk, stoop, kneel, crouch, crawl, reach, and use hands to handle or feel objects, tools, or controls. Must be able to lift a minimum of 25lbs.

Vision Requirements: **Specific** vision abilities required by this job include close vision, color vision, peripheral vision, depth perception and the ability to adjust focus.

Location: This position is at BRI headquarters in Winchester, VA. This position requires relocation to the Winchester, VA area. Limited telework (<20%) is an option in certain circumstances.

Travel: Less than 50% travel required. Travel to customers, suppliers, training, and other local BRI sites is required.

Type of Employment: Full-time, salaried exempt. Lunch and evening meetings as well as weekend travel may be required. Weeks will vary, but this position can expect to work at least 45 hours per week to accomplish individual and department goals.

Salary and Benefits: Salary is commensurate with experience. BRI offers nine (9) paid company holidays with a competitive vacation policy. BRI offers medical, dental, vision and voluntary insurance options. The company provides a 401(k) plan with company matching program. Professional development assistance is also available on a case-by-case basis as the company's needs require. This position is eligible for an annual performance-based bonus.

Contact Information: Please contact BRI HR (Human Resources) at 540-662-3900 or email HR@blueridgeind.com for more information.

This job description in no way states or implies that these are the only duties to be performed by the employee(s) in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.

Blue Ridge Industries, Inc. is an Equal Opportunity Employer, drug-free workplace, and complies with ADA regulations as applicable.