



JOB DESCRIPTION

Iceberg Enterprises LLC

Company Information:

Established in 1999, Iceberg Enterprises is a distinguished North American contract and office product manufacturer, specializing in blow molding, metal fabrication, powder coating, assembly, and comprehensive logistical support. Our 150,000 sq. ft plant and nearby 240,000 sq. ft. distribution center, located in Sturgis, Michigan, serve as a hub for our full-service operations. We take pride in our meticulous approach to crafting custom products and office furniture, tailored for diverse work applications and personal spaces, from inception to completion. Stringent testing protocols ensure the durability of our products, and we stand behind our commitment to quality with a 5-year limited manufacturer warranty on all items. At Iceberg Enterprises, our unwavering dedication to excellence drives us to deliver top-tier, enduring custom and office furniture solutions.

Job Title: Sales Prospector

Work Location: Sturgis Michigan – Main Plant

Department #/Department Description: 851- General Manufacturing

Reports to: Director of Contract Sales and Operations

Supervises others: No

Full-time or Part-time: Full-time (Monday through Friday)

Exempt/Non-exempt: Exempt

Role and Objective(s):

The Sales Prospector's primary role is to drive lead generation and cultivate opportunities for custom business quotes, catering to both new and existing clients. Leveraging the company's lead generation tools and CRM, the Sales Prospector will engage in proactive outreach and communication with potential customers via a multi-pronged approach to connect with key decision-makers through various channels such as email, social media and phone calls.

The Sales Prospector's key performance indicator is the creation of a connection to a minimum of 5 new high-probability leads daily, logged in the company's CRM. With an objective of elevating these leads to the quote stage, the aim is to achieve a conversion rate of a least 20%. This pivotal role in our organization is instrumental in driving business growth and nurturing client relationships.

Key qualifications:

- A results-driven and self-motivated approach to sales
- Proactive prospector and seller with excellent verbal and written communication skills
- Experienced networker with a strong connection base for generating new business opportunities
- Effective time management and organizational skills
- Quick to adapt and embrace new tools for efficient lead generation
- Skilled in crafting persuasive and compelling high-quality sales scripts and pitches autonomously
- Diligent in handling administrative tasks, including CRM and tracking log updates
- Competency in Microsoft applications (Outlook, Word, Teams and Excel)



Desired traits:

- Driven, persistent, competitive, and committed
- Unwavering determination to persist through rejections, demonstrating the ability to turn 'No's into 'Yes's
- Personable, flexible, and professional
- Team player with the ability to work independently

Work requirements:

- A minimum of 2 years of experience in sales and marketing with demonstrated success and a track record of achieving sales targets and objectives independently and as part of a team
- Prior manufacturing experience a plus, but not required

Education requirements:

- Bachelor's degree in sales, marketing and/or communications or equivalent work experience

Physical Requirements:

- Must be able to talk, listen and speak clearly
- Ability to safely and successfully perform the role
- Required to sit or stand for long periods of time
- May occasionally lift and or move up to 50 pounds

Compensation, commission structure and benefits:

A. Pay Structure:

- Tier 1: Base salary only (\$60,000)
- Tier 2: Base salary plus 1% commission upon reaching and exceeding Minimum Annual Target

B. Discretionary bonus for top performers who consistently exceed targets

C. Benefits: Dental, health, vision, 401K (after 1 year), paid time off and paid training