

Position Opening:

National Sales Director

About Us

Hexago LLC is founded in 2017 in San Jose, CA and currently operating in both San Jose and Carrollton, TX with a 30,000 sqft warehouse. Hexago focuses on electric industrial fans, and industrial + commercial propane, electric, and kerosene heaters. We own the brands of Tornado Fans, the Hexago Heater. Besides Hex Tools and Hex Hardware are in the planning stage to become the sub-brand of us. Hexago develops and manufacture a wide range of models in fans and heaters to address the needs of a broad range of customers, including households, warehouses, agricultural, farms & barns, restaurants, and hotel industries. We are constantly increasing our product offerings to meet the diverse and changing needs of our customers.

“Our future growth relies on competitiveness and innovation, skills, and productivity; Founded in the ingenuity of our people.” It’s our mantra, motivating our team to grow in the best ways possible: personally, spiritually, and exceptionally.

About You/Job Description

Hexago is seeking a full time National Sales Director to establish national key accounts sales volumes in wholesale and bulk orders, in a board range of customers includes warehouses, agricultural, farms & barns, restaurants, and hotel industries, etc. Responsible for establishing, coordinating and supervising all sales strategies, plans, programs, and functions. Coordinates sales plans implementation and integration into the organization. Travel to National Hardware Shows and The Inspired Home Show twice a year to develop new customers. You will support multiple areas of the business including purchasing, logistics, inventory, and operation. This position will be reporting to the owners of Hexago directly.

Key Responsibilities

- ◆ Develops and implements an overall sales strategy for company products, including pricing and customer service policies.
- ◆ Develops sales action plans that clearly define objectives, goals, schedules, and assignments to implement and achieve targeted opportunities.
- ◆ Develops plans and supporting procedures for customer order processing and coordinates with the sales group implementation of the plans.
- ◆ Provides recommendations for improving or adding new product designs and assists with product development and evaluation.
- ◆ Determines appropriate reporting frequency, such as weekly, monthly, and quarterly basis.
- ◆ Maintain relationships with respective partners, enhance the quality of client service, identify opportunities for multiple platforms including production and develop strategic partnerships.
- ◆ Grow the sales efforts with targeted clients and identify opportunities to upsell and cross-sell.
- ◆ Effectively collaborate with multiple departments in order to achieve network objectives and optimize revenue through strategic and creative means.
- ◆ This position is responsible for the growth of the inside sales branch and its sales teams comprised of territory sales account representatives and specialists.
- ◆ This leader is accountable for achieving sales goals through identified core business objectives.

- ◆ Facilitates staff meetings, trainings, problem solving activities, creative improvement activities, while inspiring others.
- ◆ Prepare action plans to ensure effective search and evaluation of leads, prospects and new market opportunities. Include analysis of competition, sales budgets, and regulatory considerations.
- ◆ Sets performance standards to meet service goals and objectives of the company.
- ◆ Lead a performance driven environment on all required core metrics. Manage a full sales cycle function including: customer contact, solutions based selling, needs identification, demonstration, proposal development and closing.
- ◆ Review and monitor growth trends across client base and in individual accounts to maximize account penetration by identifying additional selling opportunities.
- ◆ Promote selling strategies around the cultivation of strong business relationships with primary decision-makers.
- ◆ Prepare and present various presentations. Attend and participate in trade shows.

Competencies, Skills and Qualifications

- ◆ Exceptional ability to think both strategically and tactically with strong attention to detail
- ◆ BA/BS Degree with a minimum of 5 to 10 years related experience with progressive managerial responsibilities.
- ◆ Proven success in leading high-performance teams in a metrics-based environment, while achieving results through others.
- ◆ Ability to train, coach, motivate and excite the sales team.
- ◆ Excellent oral/written communication, presentation, negotiation, organizational skills.
- ◆ Knowledge of Microsoft Excel, Word, Access.
- ◆ Versatility, flexibility, and a willingness to work within constantly changing priorities with enthusiasm.
- ◆ Required Travel 10%-15%

Company Perks and Benefits

- ◆ Work in Dallas, TX office or remote
- ◆ Salary Base: \$60,000 to \$85,000 plus 3-5% commission of sales volume; plus 5%-15% performance bonus at the end of the year, with 3%-5% annual raise
- ◆ Flexible Paid Time Off
- ◆ 401K and healthcare insurance package can be discussed after 90 days
- ◆ Additional financial assistance for employees who may have special circumstances or find themselves in an unsafe situation at any time

Hexago LLC provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.