



## Director of Sales

Plans and implements sales, and product development programs, both short and long range, targeted toward existing and new markets by performing job duties listed below personally and/or through subordinates. Is responsible for providing leadership and coordination of the company sales and functions, developing, and implementing sales and strategy, monitoring, and analyzing sales and other business activity against goals. The position reports directly to the Chief Executive Officer and is a key member of the management team.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Develops and implements strategic sales plans and sales forecasts to achieve corporate objectives for revenue from products and services – Produce annual Sales Forecast and present for review.
- Develops sales department operating budgets for review by CEO/CFO and Board of Directors.
- Implements and manages approved sales operating budgets.
- Directs and coordinates company sales and functions associated with sales.
- Develops and coordinates sales selling cycle and methodology.
- Coordinates with marketing department in implementation of marketing strategies into the sales department (sales reps, internal employees, production partners).
- Implements all company policies, Code of Conduct, SOPs with sales personnel (sales reps, internal employees) and customers.
- Maintains open lines of communication with all company departments: administration, production, marketing, and HR.
- Supervises and evaluates subordinate sales department employees.
- Resolves issues and problems among sales personnel and customers and communicates those to senior management.
- Directly manages major and critical developing client accounts and coordinates the management of all other accounts.
- Analyzes, evaluates, and reports the effectiveness of sales, methods, costs and results, regularly communicating with senior management.
- Participates in industry trade shows.
- Participates in the development of new project proposals.
- Participates in company strategic planning, actively participates in sessions, completes assignments and activities arising from strategic planning.
- Leads Sales meetings.
- Leads Sales portion of senior management staff meeting
- Other duties as assigned.

### **BASIC QUALIFICATIONS, EXPERIENCE, SKILLS, AND EDUCATION REQUIRED**

- Experience in strategic planning and execution. Knowledge of contracting, negotiating and change management. Knowledge of structuring sales quota goals and revenue expectations. Experience in planning strategies, advertising campaigns and successful public relations efforts.
- MBA with 10+ years' experience in semiconductor or electronics-related company preferred
- Demonstrate the ability to anticipate and solve practical problems and resolve issues.

- Work requires professional written and verbal communication and interpersonal skills. Ability to motivate teams to produce quality materials within tight timeframes and simultaneously manage several projects. Ability to participate in and facilitate group meetings.
- An experienced leader with appropriate industry experience, preferably in the IC packaging and glass field.
- An energetic, forward-thinking, and creative individual with high ethical standards and an appropriate professional image.
- A strategic visionary with sound technical skills, analytical ability, good judgment, and strong operational focus.
- A well-organized and self-directed individual who is a team player.
- An intelligent and articulate individual who can relate to people at all levels of an organization and possesses excellent communications skills, recognizing the implications of a global, highly specialized customer base for the company's products.

#### **ITAR/EAR CRITERIA**

- This position will require lawful access to ITAR/EAR controlled information and employees in these roles will need to meet those requirements. Requirements include US Citizenship, US Permanent Resident or ability to meet contract-specific licensure requirements.

#### **EMPLOYMENT CATEGORY**

- Regular full-time

#### **LOCATION OF EMPLOYMENT**

- Albuquerque, NM; selected applicant may be eligible for reimbursement of relocation costs.

***Send CV or resume via email to [careers@3DGSinc.com](mailto:careers@3DGSinc.com)***