

Job Title: **SALES MANAGER-GLASS**

SUMMARY

Responsible for participating in the development and execution of sales programs designed to maximize the sale of company products and increase the company's standing within the industry. Also, responsible for developing influential relationships with internal and external customers.

ESSENTIAL FUNCTIONS

- Develops and executes sales programs for new and existing products.
- Identifies and pursues incremental sales volume by determining new products that have customer specific uses.
- Develops and strengthens relationships with customers to ensure a favorable standing in the marketplace.
- Performs routine customer visits to ensure customer satisfaction, address quality concerns and register customer complaints.
- Reviews customer quality expectations with the operations team to ensure customer satisfaction.
- Ensures understanding of customer's market and can develop and tailor sales plans to meet their needs.
- Assists in the development of contracts. Negotiates new and renewed contracts.
- Works with management to develop pricing, terms and allowances. Evaluates competitive situations. Manages price adjustments.
- Manages inventory in assigned area of responsibility and resolves shortage issues. Responsible for stock status reporting.
- Works cross-functionally with all levels of the company as it relates to quality and process improvement that support sales initiatives and addresses customer issues.
- Demonstrates wine knowledge and bottle making techniques and can effectively present this information to and respond to questions from client groups.
- Oversees and handles small to large scale projects that have both a short and long term focus. Able to develop, monitor and track sales key performance indicators.
- Supports the Gallo Glass California Pure marketing message.
- Responsible for understanding and complying with applicable quality, environmental and safety regulatory considerations.
- This job description reflects management's assignment of essential functions, it does not prescribe or restrict the tasks that may be assigned.

SUPERVISORY RESPONSIBILITIES

NA

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable

individuals with disabilities to perform the essential functions.

MINIMUM QUALIFICATIONS

- Bachelor's degree plus 6 years of glass container industry sales and technical experience reflecting increasing levels of responsibility; or Associates Degree plus 8 years of glass container industry sales and technical experience reflecting increasing levels of responsibility; or 10 years of glass container industry sales and technical experience reflecting increasing levels of responsibility.
- High school diploma or State-issued equivalency certificate.
- Required to travel by air or car.
- Valid driver's license and successful completion of background check. Required to obtain a California driver's license or appropriate state driver's license within 30 days of hire.
- Required to lift up to 25 lbs.

PREFERRED QUALIFICATIONS

- Bachelor's degree plus 8 years of industry sales and technical experience reflecting increasing levels of responsibility.
- Master's degree.
- Experience responding effectively to the most sensitive inquiries or complaints.
- Experience making effective and persuasive speeches and presentations on controversial or complex topics to top management and board of directors.
- Experience performing assignments that are broad in nature, usually requiring evaluation, originality or ingenuity with substantial latitude for un-reviewed action or decision.
- Skilled in calculating figures and amounts such as discounts, interest, commission, proportion, percentage, area, circumference and volume.
- Experience dealing with confidential materials and situations.

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.

- While performing the duties of this job, the employee is frequently required to sit, use hands to finger, handle or feel, reach with hands and arms, and talk or hear. The employee is occasionally required to stand, walk and stoop, kneel, crouch, or crawl. The employee must frequently lift up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision requirements are close vision and color vision.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is occasionally exposed to wet or humid conditions, fumes or airborne particles, outdoor weather conditions, extreme heat (non-weather). The noise level in the work environment is usually moderate and occasionally loud.