



Job Title: District Sales Manager

Status: Full Time

Airgas, Inc., an Air Liquide company, is the nation's leading single-source supplier of gases, welding and safety products. Known locally nationwide, our distribution network serves more than one million customers of all sizes with a broad offering of top-quality products and unmatched expertise.

RED-D-ARC (an Airgas company) is the largest provider of welding and welding-related rental products and services in North America, with over 70,000 units in our fleet. Red-D-Arc currently offers rental welding-equipment through over 70 service centers in the United States, Canada, Mexico, the United Kingdom, Europe and the Middle East, as well as through Airgas construction Stores and dealer network that included the Caribbean, Puerto Rico, Trinidad, Kazakhstan and Australia.

Job Profile

This position will be responsible for leading sales activities & achieving sales budgets within their District.

We are looking for a District Sales Manager who:

- Direct responsibility for managing & coaching the sales team, including the Inside Sales Support position, within the District.
- Assist the sales team in the development of the business plan allowing the District to achieve or exceed the budgeted sales numbers.
- Use the SGI-2 CRM system to:
 - Initiate & drive marketing campaigns within the District.
 - Assign target accounts to sales team and monitor their progress with same.
 - Conduct regular (minimum of quarterly) territory reviews with each sales rep.
- Perform quarterly performance reviews of each sales rep within the District.
 - Work with RVP EUME & HR on plans to improve performance of all team members.
- Provide direct sales support as required for any National / Strategic accounts within the District.
- Required regular visits (minimum of quarterly) to each branch within the District.
- Review monthly EBITDA / Sales reports. Update the RVP EUME regarding substantial variances on Actual versus Budgeted revenue (positive as well as negative).
- Direct involvement in all new hires of sales staff.
- Work on personal goals set by RVP.

Ancillary Functions:

- Approve special pricing / discount levels for amounts that exceed the approval authority of the sales reps.
- Work with Credit regarding customer credit limits / approval of releasing credit holds.
- Provide input to the RVP in targeting geographic areas where we can expand our presence.
- Provide input to the RVP in targeting new product lines we can provide our customers.
- Coordinate with RVP regarding training programs for sales staff.
- As part of the annual budget planning process gather budgetary information from sales team and present it to the RVP
- Advise RVP and DOM of any significant branch issues/problems, especially those that are hindering sales.
- Work with RVP & H.R. on direct report annual performance reviews and compensation reviews.
 - Performance review forms are to be reviewed with the RVP prior to the review with the sales associate.

Education:

- Post secondary education in management is an advantage

Experience:

- Minimum 5 years work related experience (consideration is given for experience in lieu of education).
- Hands on Mechanical aptitude
- Certificates, Licenses in product related, general welding an asset

Please apply, in confidence, to ross.mccrorie@airgas.com

Red-D-Arc would like to thank all candidates for their application; however only those selected for an interview will be contacted.

Qualified applicants will receive consideration for employment without regard to their race, color, religion, national origin, sex, protected veteran status or disability.