



Regional Sales Manager

Department: Sales
Reports to: National Sales Manager
Location: San Francisco Bay Area
Sales Territory: Northern California
Experience: 5 to 7 years
Job Type: Full Time (Exempt)
Education: Bachelor's Degree
Travel: Up to 50% of the time

About Us

Tournesol Siteworks is a national manufacturer of landscape products for green buildings based in the San Francisco Bay Area. We're a growing company, with manufacturing facilities in California, Washington and Texas, working on environmentally-conscious commercial construction projects across the U.S and Canada. We're a tight-knit group looking for a real team player.

About the Team

The Sales Team is currently seeking a Regional Sales Manager for our Northern California region. The Sales Team consists of Regional Sales Managers, Inside Salespersons and Customer Success Coordinators, working together to estimate, coordinate, and process large and complex projects.

About the Role

As a Regional Sales Manager, you'll work directly with the National Sales Manager and the Inside Sales team on multiple projects in the region. Northern California is our most important market, and as so, we have deep relationships with a great base of customers. You'll be responsible for establishing contact with existing customers, identifying new opportunities, and following up on potential leads. You will also identify emerging markets and develop plans to utilize those markets to expand revenue. In addition, you'll lead the dedicated team in this territory which includes Inside Sales and Customer Service. This full-time position will be based out of your home office and will require regular travel throughout the territory and occasional travel to our manufacturing facilities (Union City, CA; El Paso, TX and Port Orchard, WA). You'll have a direct hand in accomplishing our #1 goal – a successful project in every way.

Essential Duties and Responsibilities

- You'll work together with landscape architects, architects, and designers to get products specified into commercial applications. You will deepen existing specifier relationships by cross-selling our entire range of products and grow the number of designers that specify the product in the territory.
- You'll support and train distributors and landscape contractors who sell, install, and use Tournesol's products. These critical contacts will make or break a sale. You will expand the network of contractors that prefer to use our products, and add supporting distribution as required.
- You'll be working the entire sales cycle, from initial specification to close to support for the customer using the product in the field. You'll be informally leading a territory support team including an inside sales person and an inside sales coordinator.
- You'll quickly learn the full range of the Tournesol Siteworks product line, the regional nuances of product use, and become well-versed with the competitive environment for the company in the territory. You'll be expected to communicate with other Regional Sales Representatives as part of the sales team.
- You'll travel the entire territory on a regular basis, typically spending 4 days a week in the field with customers. You'll use Salesforce extensively to record and communicate your activities with the sales team.

Tournesol Siteworks provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, or veteran status. In addition to federal law requirements, Tournesol Siteworks complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.



Necessary Skills

- 5 – 7 years demonstrated sales success, preferably with knowledge of the specification process and bidding phases
- Must be self-motivated and have excellent sales discipline, as you will be working out of your home supported by the sales team in Northern California
- A valid driver’s license and proven safe driving record
- Computer proficient in use of Salesforce, MS Office and presentation software
- Possess excellent written communication and presentation skills
- Demonstrated time management and organizational skills
- Ability to work effectively with others, be flexible in work assignments, and assimilate and understand information in a manner consistent with the essential functions. Must be able to accept and work in a dynamic environment where the need to attend to multiple projects and adapt to changing demands in a timely manner is essential.

Benefits

- Competitive salary
- Paid time off
- Paid holidays
- Medical, dental, vision, disability and life insurance
- 401k with employer match

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, unless accommodation would cause undue hardship to the business. While performing the duties of this job, the employee is regularly required to:

	Physical Demands																	
	Lift/Carry				Push/Pull				Bend									
Frequency	< 10 lbs	11-20 lbs	26-40 lbs	41-100 lbs	< 12 lbs	13-25 lbs	26-40 lbs	41-100 lbs	Squat/kneel	Sit	Walk	Stand	Climb	Crawl	Reach above shoulder	Handling/ Fingering	Twist/Turn	Keyboard
Occasionally	X														x	X	X	
Frequently											X	X						
Constantly										x								x

Occasionally – Activity or condition exists 1/3 of the time

Frequently – Activity or condition exists from 1/3 to 2/3 of the time

Constantly – Activity or condition exists 2/3 or more of the time

“Frequently” or “Constantly” are ESSENTIAL elements, or demands occurring in the job since they exist, in general, more than half of the time.

Physical demands which are designated “Occasional” may be considered essential depending on other conditions.

To Apply

Submit your resume and salary requirements to jobs@tournesol.com

Please do not submit more than once. We’ll do our best to respond within 3-5 business days to candidates being considered for the position. After a preliminary phone interview, you may be scheduled for an in-person interview. For more information visit www.tournesol.com or follow us on Instagram and Facebook.

Tournesol Siteworks provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, or veteran status. In addition to federal law requirements, Tournesol Siteworks complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.



Tournesol Siteworks provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, or veteran status. In addition to federal law requirements, Tournesol Siteworks complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.