



## Sales Manager (Sensors) – Job Description

### MAIN PURPOSE OF JOB

The role of Sales Manager has primary responsibility for the sales performance (revenue and gross margin profitability) of ION Science’s Sensor division. The individual will work as a key leader within the Sensors team, helping to formulate and implement a divisional strategy that will deliver explosive, profitable growth.

Leading the divisional sales team, this person will be responsible for delivering exceptional service & support to our existing clients, our network of global subsidiaries and our distribution partners. Additionally, business development aspects of this role will require the acquisition of new customers, alongside the need for an ongoing assessment of our network, ensuring that our current partners continue to be the right ones, removing or adding others where performance does not meet expectation.

Due to the global, customer facing nature of this role, it is expected that the post holder will also be integral in helping to gather and feed market intelligence into the business. They will work closely with all key stakeholders to help drive the technology & product roadmaps, further increasing market share and financial performance.

As many of the business resources are shared, the Global Sales Manager will need to influence the relevant individuals to ensure all activities are completed.

### ASSOCIATED KPI’S

- Sales against budget (revenue)
- Overall Gross Margin profitability of the division
- Ensuring routes to market are fully exploited and sales team utilised

TASKS	SKILLS
<ul style="list-style-type: none"> <li>• Drive global sales for the sensor division</li> <li>• Develop and maintain long lasting relationships with our subsidiary network in USA, China, France, Germany, Italy, and India to drive their sales</li> <li>• Responsible for direct sales and business development in all other territories</li> <li>• Lead the hunt for, and evaluation of, new business development opportunities. This applies to direct sales, as well as new product/market development</li> <li>• To help produce, agree, and implement a high-level divisional strategy</li> <li>• Support the continual evaluation of rival companies and competing technologies in the marketplace</li> </ul>	<ul style="list-style-type: none"> <li>• A proven, high-performance seller</li> <li>• Excellent communicator with commercial and technical audiences</li> <li>• Fantastic networking capabilities</li> <li>• Experience of strategic planning</li> </ul> <p><b>Practical &amp; Technical Knowledge</b></p> <ul style="list-style-type: none"> <li>• An experienced seller with the ability to drive growth individually and as part of a team</li> <li>• Knowledge of strategic delivery and associated processes</li> <li>• Strong industry knowledge and competitor understanding on relevant technologies</li> </ul>



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| <ul style="list-style-type: none"><li>• Oversee the delivery, year on year, of the sensor sales budgets, including sales of new development products once launched, whilst maintaining or increasing gross margin</li><li>• Gather and use market intelligence collaboratively with the product management team to enable delivery of disruptive technology and product roadmaps</li><li>• Create in-depth sales reports detailing market activity, competitors within territory and all other detail from direct clients and subsidiary business and set future goals.</li><li>• Responsible for planning the aims, objectives, and priorities within their remit. Communicating this to their team and colleagues as appropriate</li><li>• Deploying the resources within their control (i.e. people's time, money etc.) to achieve plans. Managing budgets and making the best use of available resources, including recruitment and training</li><li>• Provide clear guidance, instruction, advice or coaching for the team. Be accessible. Where appropriate, aim for inclusivity - enabling staff to input ideas, and consulting on change and development. Where relevant, develop effective teamwork (e.g. effective communication, consulting on shared goals)</li><li>• Be clear about expectations for quality, authority/decision-making, delegation, accuracy, timeliness of work expected and standards of behaviour from your team</li><li>• Responsible for Sensors Teams management and comprehensive, accurate use of Hubspot. Includes managing and monitoring the sales pipeline</li><li>• Prepare reports and content as required for the Board and wider senior leadership teams. Where appropriate, advising of any variances to the budget, including requests for additional funding to help deliver the company's targeted growth</li><li>• Proactively assist in other areas of the business as and where necessary</li></ul> | <ul style="list-style-type: none"><li>• Experience of process improvement tools and techniques</li><li>• Demonstrable communication skills with the ability to influence at all levels</li><li>• Proven problem solving and decision making skills</li><li>• Facilitation skills with the ability to drive cross-business work</li><li>• Customer orientation with the ability to build effective working relationships</li><li>• Proven experience of delivering and preparing presentations at all levels in a variety of business forums</li><li>• Understanding of ATEX regulated equipment</li><li>• Experience of Industrial Health &amp; safety gas detection markets and/or environmental markets</li><li>• Degree in STEM subject or HND + 5 years' experience in relevant industry</li></ul> <p><b>People Management – Not Essential</b></p> <ul style="list-style-type: none"><li>• Potential management of the in-house sales team, creating a high performance environment that delivers exceptional service to our customers, both old and new</li><li>• Possess and display excellent Leadership &amp; Management skills</li><li>• Knowledge and expertise in the hiring and recruitment of sales positions</li><li>• Ability to approach and handle conflict, difficult people and disputes towards a resolution. Including formal Discipline and Grievance matters</li><li>• Excellent team working skills with the ability to coach and counsel others and instil an inclusive culture</li><li>• Ability to motivate others, influence and encourage confidence and continual development</li></ul> |
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**COMPANY BENEFITS:**

- 25 days annual leave + Bank Holidays (annual holiday increasing with service)
- Pension Scheme – Employer contribution of 8% following a successful probation
- Life Assurance Scheme
- Private Medical Scheme with AXA

**WORKING PATTERN:**

Monday to Thursday: 08:30 – 17:00  
Friday: 08:30 – 15:45  
Full time, permanent position

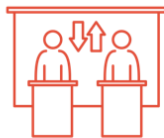
**LOCATION:**

This role is primarily based at the ION Science head office, located in Fowlmere, 10 miles south of Cambridge. High level of international travel is expected from the successful candidate.

**Our Core Values:**



**Fun**



**Embrace change**



**Respectful**



**Responsive**



**Challenge the status QUO**



**Committed**

*Due to the high level of CVs that we receive, we regret that we will not be able to contact you unless your CV is being progressed to interview stage.*

**Pioneering Gas Sensing Technology.**

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