



## **Position Summary.**

Responsible for driving sales generation and after sales client support. Incumbent will ensure targets of sales and profitability are met. Position is responsible for collections process and following credit policy and standards. Incumbent will have new business development responsibilities. This role will closely liaise with Logistics, Purchasing, Documentation and Accounting functions. This position is based in Miami, Florida and reports to the International Sales Manager.

## **Key Accountabilities:**

<b>Accountability</b>	<b>Ranking</b>	<b>% Time</b>
<p>1. Drive Sales Generation and after sales client support. Responsible for driving and executing sales generation as per sales and profitability targets and goals while meeting and exceeding customer needs and expectations. Responsibilities include, but are not limited to:</p> <ul style="list-style-type: none"><li>a. Execute sales process effectively to achieve sales and profitability goals. Use company tools and infrastructure in a timely manner such as Sales and CRM tools. Establish, communicate and coordinate objectives with Purchasing and Logistics for operating efficiency and profitability.</li><li>b. Develop positive relationships with customers and prospects. Retain and grow all client relationships. Identify revenue opportunities. Meet and exceed client expectations. Nurture strong customer relationships.</li><li>c. Develop and implement sales plan. Accurately forecast volume and contribution monthly. Track weekly/monthly sales data KPI, sales activities and reports.</li><li>d. Provide effective after sales, quality and customer service. Timely address and coordinate customer claims. Respond to customer needs and requirements with appropriate solution.</li></ul>	#1	60%
<p>2. Collections. Responsible for the collection process and ensuring compliance with credit policy. Ensure Accounts Receivables and portfolio meet credit standards and are current. Communicate and coordinate on a timely manner with Accounting Area. Establish and follow Standard Operating procedures and other policies. Leverage on other tools and reports to meet credit policy and meet targets and goals.</p>	#2	5-10%



<b>Accountability</b>	<b>Ranking</b>	<b>% Time</b>
3. New Business Development. Actively identify and source prospective future business and bring new and reputable clients and sales in strategic growth areas. Develop and make appropriate sales calls and coordinate with team and leader to develop new clients.	#3	10-15%
4. Other activities. Actively participate and engage in other company activities requested by leader, support other management activities and coordination, staff meetings, promotion activities, among others. Support company with special projects and workflow process improvements. Lead by demonstrating company values.	#4	15-20%

### **Required Qualifications**

<b>Required Technical Qualifications:</b>	<b>Leadership Competencies:</b>
<ul style="list-style-type: none"> <li>• Minimum: Associate Degree;</li> <li>• Preferred: Bachelor Degree</li> <li>• 3-5 years of international sales experience in similar positions or companies with high transaction volume. Experience and knowledge of the protein market in Mexico, and/or Colombia or other LATAM markets.</li> <li>• Understand relationships among meat cuts (pork, beef, chicken and turkey) with regards to pricing, availability and substitutions.</li> <li>• Understand the differences and equivalences between US and Mexican meat cuts.</li> <li>• Computer literate and comprehensive knowledge of Microsoft Office applications and CRM. SAP Business One experience is a plus.</li> <li>• Bilingual preferred. Fluency in Spanish with excellent written and verbal skills is required. English language is a plus.</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Focus. Excellent Customer Service skills in order to anticipate, meet and exceed customer expectations.</li> <li>• Result driven. Proven ability to drive and achieve timely and practical results through effective use of resources, systems and processes. Resilient.</li> <li>• Strong Communication and Interpersonal skills. Effective in working, relating and communicating well to all kinds of people regardless of cultural differences.</li> <li>• Time and Priority Management. Effectively manage time and priorities to meet deadlines. Demonstrate ability to prioritize tasks to stay on schedule. Incumbent must be pro-active, results oriented and self-driven and with the ability to think on his/her feet.</li> <li>• Negotiation. Demonstrate ability to negotiate, develop terms for agreement and facilitate mutually beneficial agreement between parties.</li> </ul>



<ul style="list-style-type: none"> <li>• General understanding of purchasing and logistics and documentation is a plus.</li> <li>• Flexibility in time and schedule.</li> <li>• Ability to travel 20%.</li> <li>• Demonstrated ability and experience to working in a dynamic environment, under pressure.</li> <li>• Excellent negotiation skills and with a passion for sales and drive, desire and the ability to succeed.</li> </ul>	<ul style="list-style-type: none"> <li>• Flexibility. Demonstrate ability to adapt to change with minimal resistance. Ability to adapt personal style to work with different people. Capable of changing or adjusting to meet particular or varied needs.</li> </ul>
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**Key Contacts:**

<p>Internal:</p> <ul style="list-style-type: none"> <li>• Managing Partners.</li> <li>• Sales Manager.</li> <li>• Other International Sales Executives.</li> <li>• Logistics, Purchasing and documentation areas.</li> <li>• Accounting Department.</li> </ul>	<p>External:</p> <ul style="list-style-type: none"> <li>• Clients</li> <li>• Vendors and suppliers</li> <li>• Transportation Companies</li> </ul>
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<p><b>Measures of Success - How will the role be measured: [Targets and measurements to be defined in annual goals and objectives]</b></p> <ul style="list-style-type: none"> <li>• Sales and profitability targets aligned with Sales Strategy</li> <li>• New Market and Product Development metrics. Customer diversification metrics.</li> <li>• No Customer complaints around delivery, timeliness or quality.</li> <li>• A/R Days.</li> <li>• Feedback from employees and management is positive and constructive.</li> <li>• Sales Management Process (e.g. CRM, Reports, Other key info) is timely and accurate.</li> <li>• Execution of role reflects a healthy operation of the business, it is absent of avoidable disruption or unnecessary costs to the business and/or generates material savings or efficiencies.</li> </ul>
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Salary and benefits commensurate with experience.

We are an equal opportunity employer. Minority/Female/Disabled/Veteran

Except where prohibited by state law, all offers of employment are conditioned upon successfully passing a drug test and background check.