

The Opportunity

An Exciting Opportunity at the Crossroads of Logistics and Technology

The Company

Jaguar Freight provides exceptional supply chain and logistic services through a combination of unique I.T. systems and world-class customer service to a broad range of prestige clients in the cosmetics, health & beauty and other premium industries.

Widely recognized as an industry leader, Jaguar's unique Cyberchain™ program is a supply-chain management tool allowing clients to focus on managing their business, while assisting to control core supply-chain activities.

Cyberchain™ integrates with existing information systems giving real time information from purchase order through to delivery, including valuable KPI metrics and supply-chain intelligence. Jaguar offers customized logistic solutions to our clients' evolving needs – that's why we call ourselves **The Freight Architect™**.

Jaguar is a non-asset logistics provider that operates on a global basis and has an innovative WFA (work from anywhere) business model.

Position Summary

As Director of Sales, your role will be to lead the sales team and develop the plans and strategies required to achieve the company's stated goals and vision. Under the supervision of the CEO, you will play a leading role in defining and deploying the company's business strategy.

The Role

This is a blended sales management and Director role, overseeing and leading the Sales team, as well as the Client Relationship team. The ideal candidate will be responsible for the following;

- Delivering the planned revenue and margin for the company
- Client success, satisfaction, retention and growth

Revenue comes from two sources and the ideal candidate must manage their team and resources accordingly:

- Existing clients make up a large share of the revenue stream. The successful candidate must focus on maintaining and increasing revenue and market share with those clients
- New accounts will drive the growth of the company. So, developing strategies and tactics to bring in new accounts and develop new industry verticals will be a primary focus.

The Director of Sales manages all aspects of running an efficient sales team, including hiring, managing, coaching, and motivating the team. As part of this job, they will provide input into key strategic decisions, such as identifying prospects, relationship development, updating go-to-market sales strategy, and pricing.

This position will have a significant impact on the success of the company, and will have extensive interaction with other senior executives to define and manage the overall performance of the company.

Responsibilities

- Act as a true “leader-coach” to drive process and performance improvement for the Sales and Client Relationship teams
- Grow top line results through effective training and mentoring of the team(s)
- Work with executive team to develop short and long-term competitive sales strategy
- Create, install and manage sales systems, processes, tools and practices
- Measure and track key sales KPIs on a Sales Dashboard.
- Lead weekly team meetings, individual progress reviews, coaching and ride-alongs
- Recruit, hire and train superior talent
- Monitor customer, market and competitor activity and provide feedback to the company leadership team, as well as all relevant stakeholders
- Interface with the key teams including; Operations, Finance, Pricing and Executive - sharing market intelligence and driving business value

Skills & Competencies

- Confident and encouraging
- Exceptional time management and organizational skills
- Process driven
- Strong communication skills
- Operate with a sense of ownership and accountability with self and others
- Provide individual coaching and team improvement processes
- Provide intuitive and innovative approaches
- Goal oriented with strong sense of focus and purpose
- Consultative
- Strategic thinking

Compensation

- A competitive base salary, performance-based bonuses, and significant income growth potential with excellent benefits
- Health insurance
- 401K
- Company profit share
- Culture based company with amazing “family feel”
- Flexible WFA work model
- Paid vacation (in-line with current HR policies)