

BLACKHAWK!

Job Description

Job title: Field Sales Representative, Latin America

Department: International Sales

Location: BLACKHAWK! Norfolk, Virginia

Reports To: Tom O'Sullivan, Director of International Business Development

Salary/Hourly Range:

Type of position:

Hours 40 /week

Full-time

Exempt

Position Summary: Manage Latin American accounts by creating and implementing business development strategies within the Latin American region. Providing training support for business partners, distributors and during trade show events.

Essential Duties and Responsibilities include, but are not limited to:

- Develop and implement strategic sales plan for the Latin American region to align with corporate goals.
- Manage accounts and business development plans for Latin America
- Direct sales forecasting, marketing initiatives, travel, dealer support and training to align with established and approved performance goals and operation budget.
- Remain current and active in recognizing dealer needs and assist them in applying current solutions to fit their needs
- Remain current and active in recognizing the channel's customer's needs and assist them in applying current solutions to fit their needs resulting in revenue generation.
- Establish and maintain industry contacts that lead to sales through key business partners, trade shows and planned travel.
- Develop plans for new opportunities by gathering field intelligence on market, channels, and competitors
- Coordinate and acts as a liaison between other departments, particularly International, within BLACKHAWK!
- Provide sales management and training support to the distributors and all Latin American business partners (including Spanish material if needed)
- Educates others on international logistics, to include export and import requirements as well as ITAR-related requirements.
- Attends selected events and trade shows.

Competencies- To perform the job successfully, an individual should demonstrate the following competencies:

Problem Solving – Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.

Project Management – Coordinates projects; Communicates changes and progress via weekly status reports; Completes projects on time and budget.

Customer Service – Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments.

Oral Communication – Speaks Spanish and English clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.

Written Communication – Writes Spanish and English clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.

Business Acumen – Understands business implications of decisions; Displays orientation to profitability; Demonstrates knowledge of market and competition; Aligns work with company strategic goals.

Ethics – Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.

Organizational Support – Follows policies and procedures; Completes administrative tasks correctly and on time; Supports organization's goals and values; Benefits organization through outside activities.

Judgment – Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.

Planning / Organizing – Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources; Sets goals and objectives; Organizes or schedules other people and their tasks; Develops realistic action plans.

Professionalism – Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.

Attendance / Punctuality – Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.

Initiative – Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities; Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for and offers help when needed.

Education/Experience:

Requires a Bachelors Degree in Business administration, Sales or Marketing and/or equivalent of 7 years experience in Business, Military, or Law Enforcement. Must have previous field sales and/or account management experience with a basic understanding of the government procurement process. Candidate must be able to speak, read and write fluent Spanish, Additional proficiency in Portuguese and/or French is a plus. The position requires extensive international travel throughout Latin America and a proven ability to work remotely with minimum supervision. Previous military or law enforcement experience is a plus. Must have knowledge of Microsoft office programs, ability to learn all BLACKHAWK! software programs.

BLACKHAWK! is an EOE. It is the continuing policy of BLACKHAWK! to afford full equal opportunity to qualified employees and applicants, regardless of their race, color, religion, sex, national origin, age, physical or mental handicaps, military or veteran status, sexual preference, or any other protected condition or characteristic in conformity with all applicable federal, state and local laws and regulations.