



EGIDE USA, INC.

SALES MANAGER

JOB DESCRIPTION

JOB TITLE: Sales Manager **DEPT:** Commercial Management

SUMMARY AND PURPOSE OF POSITION:

Egide manufactures high reliability, hermetically sealed, micro-electronic packaging for aerospace, military, and commercial applications. We utilize glass-to-metal and ceramic-to-metal sealing technologies as well as high-temperature co-fired ceramics to meet and exceed our customer's expectations. We are AS9100 certified and ITAR registered.

Egide USA is recruiting a Sales Manager for the North America sales territory. This position will report to the Vice President of Commercial Management for Egide Group.

The position can be remote with customer visits, as necessary to execute the new sales plan, plus once per month visits to our production sites in Cambridge, MD or San Diego, CA.

ESSENTIAL FUNCTIONS:

New Business Development.

- Primary responsibilities are to identify and secure new customer sales revenue, to identify new market opportunities and to identify feasible new package technologies for consideration by Egide Group management.
- Define and implement the company's sales strategy for the region in support of the company's business strategy.
- Participate in the development of the sales budget for the region in collaboration with Egide Group management.
- Develop a new customer pipeline and prospect portfolio. Present the Egide Group value proposition and its product portfolio, identify market developments and growth opportunities in collaboration with the Egide Group management.

Collaboration with the Commercial Management Team

- Effectively manage information sharing with Account Management, Customer Service, Manufacturing Operations and Egide Group Management to solicit support for new sales initiatives.
- Develop and manage a new sales plan.
- Provide regular reports to Egide Group management per direction from the Vice President of Commercial Management.

**Analysis and improvement of business performance**

- Track and analyze new sales performance indicators.
- Revise the new sales action plan as necessary.
- Propose new initiatives or process improvements that enhance business growth.

ADDITIONAL RESPONSIBILITIES:

None

SUPERVISORY RESPONSIBILITIES:

None

COMPETENCIES: *To perform the job successfully, an individual should demonstrate the following competencies.*

- Demonstrate the ability to perform within a Team environment.
- Customer oriented.
- Understanding of business principles and metrics.
- Leadership.
- Results-oriented.
- Responsiveness.
- Adaptability.

QUALIFICATIONS:

- At least 5 years' experience in the development of sales, ideally in the field of electronic and/or opto-electronic packaging and materials technologies.
- Technical background, preferably having a bachelor's degree in Materials Science or Engineering discipline.
- Mastery of IT tools (CRM, Microsoft Office, ERP, etc.)

Requirements:

- U.S. Citizen, fluent in English
- Additional foreign languages, including French or Spanish are a plus.

PHYSICAL DEMANDS:

Frequent travel to visit customers and Egide USA/Santier factory locations. Approximately 50% of time for travel.

Application:

If you would like to join our team, please submit your resume to gwaterhouse@us.egide-group.com . We are looking forward to working with you!

DISCLAIMER: *The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted, as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job function. additional duties may be added or duties may be altered at the discretion of management.*

Nothing in this job description is intended to be interpreted meant as an expressed or implied contract of employment. As an Associate of Egide USA, Inc., you are an employee at will, and as such, you have the right to leave the Company, and the Company has the right to terminate your employment and your compensation, with or without cause, and with or without notice, at any time. This includes both "Introductory" and "Regular" status employees.