

## Outside Sales Representative

Northern California/Northern Nevada – Remote

Sierra Pacific Engineering and Products (SPEP) designs, manufactures, and proudly distributes high quality, cost-effective industrial hardware components B2B. Our vision is to bring growth and stability to our customers through sustainable methods of engineering, service, and value.

### Employee-Powered, Employee-Owned

Our employees make SPEP all that it is. This belief is reinforced with the Employee Stock Ownership Plan (ESOP) providing employees with ownership in the business and the opportunity to benefit from the company's success.

### Position Summary

The Outside Sales Representative is a full-time role responsible for driving revenue growth by building strategic relationships, expanding existing accounts, and securing new business across assigned territories. This role combines territory development, consultative selling, and market intelligence to ensure Sierra Pacific Engineering & Products (SPEP) continues to be the industrial access hardware supplier of choice. This role requires a proactive, detail-oriented, and highly organized individual who loves driving growth.

#### Territory Development and Expansion

- Serve as the face of the company to customers in the assigned territory.
- Own and grow assigned territories to achieve revenue targets.
- Identify, engage and close top prospects.
- Upsell, cross-sell and expand business within existing accounts.
- Manage key customer relationships to maximize long-term growth opportunities.
- Conduct in-person product demonstrations and training sessions for customers.
- Represent SPEP at industry trade shows, networking events, and association meetings

#### Strategic Customer Engagement

- Conduct in-person customer visits and sales calls.
- Consult with customers on product fit, cost-effective options, and engineering solutions.
- Serve as a trusted advisor to buyers, designers, engineers, and decision-makers.
- Partner with Regional Sales and Technical Sales teams to develop tailored product solutions.
- Initiate the RFQ process for modified and custom product opportunities.
- Coordinate with Regional Sales, Technical Sales, Engineering, and Operations to ensure seamless execution for customers.

#### Market Feedback and Product Intelligence

- Maintain a deep knowledge of SPEP product offering and application.
- Gather and communicate market trends, customer pain points and competitor insights.
- Act as the “voice of the customer” to inform product, sales and marketing teams.
- Recommend new offerings, product modifications and emerging market opportunities.
- Lead annual sales forecasting for assigned territory.

### **Here's what you will bring to the table:**

- BA or BS Degree (Business, Sales, Marketing, etc.) and 3 years of proven business experience in outbound sales, business development, or account management (B2B preferred). In lieu of a degree, 6 years of related experience is a minimum required.
- Self-motivated with a tenacious, results-driven approach to achieving sales goals.
- Strong business writing and verbal communication skills.
- Exceptional interpersonal, persuasion, and negotiation skills with proven ability to cold call, follow up, and close deals confidently.
- Ability to manage time and work independently while being a collaborative team player.
- Positive and enthusiastic attitude with an eagerness to learn and grow.
- Experience with CRM and ERP systems.
- Proficiency in Microsoft Office applications.
- Ability to handle repetitive hand/wrist motions such as typing, using a computer mouse, phone, and writing utensils.
- Up to 75% travel is required.

### **Here's what's in it for you:**

- Competitive compensation and commission structure.
- Medical Benefits
  - Subsidized health care premiums (medical, dental, vision)
  - Basic Life and AD&D Insurance
  - Wellness Program
  - FSAs for Medical and/or Dependent Care
  - Supplemental Aflac Insurance
- Time Off
  - PTO to include 11 days accrued in year one (with an escalation schedule)
  - Eight paid holidays
  - Voting and Bereavement Leave
  - Volunteer/Service Time
- Beyond the Paycheck
  - Employee Stock Ownership Program (We are 100% Employee Owned!)
  - 401K match of 4% when you defer 5%, no vesting required.
  - Profit sharing based on company performance targets and eligibility.
  - Supportive team environment.
  - Training and resources to help you succeed and excel.

### **Equal Employment Opportunity (EEO) Statement**

In accordance with state and federal laws, SPEP prohibits unlawful discrimination, harassment, intimidation, or coercion in employment, based on: age, ancestry, color, religious creed, disability, marital status, medical condition, genetic information, military and veteran status, national origin, race, sex, gender including gender identity, and gender expression, and sexual orientation and all other classes protected by Federal, State or City.

## What We Believe

We are committed to the pursuit of quality and excellence on all fronts, bringing our customers' vision to life with unrivaled quality, from concept to delivery. Steeped in the company's core values, SPEP employees strive to...

### ***Be Optimistic***

Everything we do begins with attitude, and at SPEP we choose a positive outlook. Optimism is what allows us to persist, be resilient, and inspire those around us.

### ***Show That You Care***

Little things can make a big difference. A little help. A little encouragement. A little extra effort. Because we genuinely care about our colleagues and about those we serve, we show it—in everything we do.

### ***Build Relationships That Last***

We are a 100% Employee-Owned Company, a place where people can build a career. We play well with others. We value people and cultivate lasting relationships with employees, vendors, suppliers, customers, and our community.

### ***Challenge Yourself to Grow & Learn***

We believe in continual improvement - personal and professional—and we're secure enough to acknowledge that there's always room for it. We seek out knowledge and have a thirst to learn more.

### ***Strive For Balance***

We enjoy the satisfaction of working hard and the pleasure of relaxation. As a family company, we understand the importance of spending time with loved ones and the happiness we derive from that. It is happiness that propels our passion, our enthusiasm, and our hard work.

### ***Be Resourceful & Take Initiative***

We pursue ideas with vigor and take personal ownership for solving problems. It's our responsibility to create our place on the team and to make contributions that count.

### ***Collaborate Openly & Honestly***

No individual has all the answers. We solve problems by communicating with each other and working together. We listen, we ask questions, and we approach our collaborations with compassion, empathy, and trust.