



Regional Sales Manager

Keir Surgical Ltd. is a Vancouver-based company that has been in business since 1923. Our mission is to be Canada's premier surgical products company, through a strong commitment to our customers, employees and products, pride in being Canadian, and adherence to a solid business strategy. We are seeking a Toronto-based Regional Sales Manager for full-time employment to lead our sales team in Ontario. This position is available immediately.

The Regional Sales Manager will report to our National Sales Director in Vancouver and will have the following responsibilities:

- **Establishes Territory Manager sales targets, objectives, and compensation programs; assists with the completion of month-end and year-end.**
- **Sets regional goals and strategies; prioritizes key products, lines, and accounts; is accountable for meeting sales and strategic targets in the region.**
- **Oversees the recruitment and/or dismissal of a regional sales team; provides coaching to improve individual Territory Manager's performance.**
- **Works closely and provides direction to sales assistants, customer service and marketing personnel.**
- **Develops a team working environment; manages team inventory and holds Territory Managers accountable for tracking demo stock.**
- **Participates in the initial training and ongoing education of all members of the sales team which may require specialized knowledge of certain product lines.**
- **Supports Territory Managers through regular phone, email and face-to-face contact; evaluates Territory Manager performance; documents strengths and weaknesses of individual Territory Managers.**
- **Works within the region independently to augment Territory Manager efforts (or in between hires), connect customers to Keir Surgical management, and to develop higher level relationships with senior officials.**
- **Completes tender documents; negotiates pricing for tender and contract opportunities; develops pricing strategies in conjunction with Territory Managers for individual accounts.**
- **Assists with the development, interpretation, and implementation of company policies with respect to sales, products, customer relations, and office procedures**
- **Manages expenses appropriately and makes efforts to reduce extraneous costs whenever possible**
- **Conducts oneself and represents Keir Surgical ethically and professionally at all times; remains mindful of the Keir Surgical Mission Statement**

Suitable candidates will possess the following skills and experience:

- **5+ years of related experience in medical/surgical sales with solid customer relationships including experience working with Ontario-based SSOs and GPOs; management experience an asset**
- **Strong verbal and written communication skills**
- **Leadership experience; willingness to mentor and train others**
- **Ability to manage multiple projects and meet deadlines**
- **Proficiency in Microsoft Office Suite**

We offer a competitive remuneration program and benefits. Income will be comprised of a base salary, commission and bonus. Please send a cover letter and resume to careers@keirsurgical.com. Only short-listed candidates will be contacted. No phone inquiries please.