

## VP Sales

### **Position Summary**

HARBO is looking for a VP Sales star to lead and grow HARBO's sales organization and develop its channels. The VP sales reports to the CEO and is a member of the company's executive team. He/she is responsible for the Company revenues and the direction and management of all sales operations, including distribution and channel management, global sales team hiring, pricing, sales materials etc.

### **Company Overview**

[HARBO](#) invented and manufactures the world's first immediate blocking system that prevents oil spills from spreading and splitting. HARBO is a harbinger of a new paradigm, aimed at avoiding the devastating consequences of marine oil spills. The leading customer sectors are ports, remote communities, oil spill responders and other groups that could not previously play a role in oil spill response due to legacy equipment. This [video](#) shows HARBO deployments around the world.

### **Responsibilities**

- Achieving the company's sales goals
- Maintain key customer relationships and develop and implement strategies for expanding the company's customer base while managing customer expectations and contribute to a high level of customer satisfaction
- Build Worldwide Sales channels aligned with the company go to market strategy including pricing policies, and terms and conditions for customers and channel partners
- Manage overall sales process, set appropriate metrics for sales funnel management
- Oversee the hiring and development of a (global) sales organization, appropriate for the company's maturity/size, including compensation, training, and sales incentive programs
- Define and coordinate sales training programs that enable Distributors to achieve their potential and support company sales objectives
- Put in place infrastructure and systems to support the success of the sales function (CRM for internal use and shared with the customers)
- Monitor customer, market and competitor activity and provide feedback to company leadership team and other company functions
- Work closely with the marketing function to establish successful support, channel and partner programs

### **Requirements**

- Outstanding selling abilities and excellent interpersonal skills with executive level customers and partners. Proven sales track record in ramping up sales from initial stage
- Must be a self starter and self motivator and have a can do attitude.
- Proven experience working within a startup environment and ability wear multiple hats.
- Successful experience building a go-to-market strategy and corporate sales plan
- Successful experience building and growing channels
- Successful experience selling products into the oil industry, and managing complex, regulator related sales.
- Successful experience closing \$50k+ B2B deals
- Successful experience utilizing a CRM to manage team sales tasks, pipeline, and closing data as well as an ability to choose a system and integrate it into the company.
- Successful experience hiring and onboarding sales representatives
- Proven record in penetration to new territories
- Able to travel globally for in-person meetings with customers and partners and to develop key relationships

### **Advantage**

- Knowledge of oil spill response products and markets.