

Job Description

Title: Director, Construction Design

Location: Remote

Reports to: Vice President, Sales

Purpose:

Are you experienced working for a building material manufacturer? Do you have great relationships with the decision-makers and design teams with developers, general contractors, fabricators, industrialized construction teams, regional banks, healthcare, growing retail chains and fast-casual restaurants?

Are you a seasoned business development professional adept at making introductions on behalf of your company, and working on long-term, large deals?

Sto Corp. (Sto), a global innovation leader of building enclosure systems and high-performance facade coatings, is seeking a **Director, Construction Design**. The ideal candidate will be responsible for leading our architectural business development team. The purpose of this position is to manage, develop and nurture a team of driven construction design managers throughout the USA, working with various stakeholders on the key organizational initiatives.

Develop national key accounts in new and/or existing construction projects within their assigned territory resulting in the use and specification of Sto products, systems, and services thereby realizing exceptional business growth through project sales and exceeding Sto's strategic objectives.

Essential Duties & Responsibilities (includes, but not limited to):

- Develop, support, and grow our team of Construction Design Managers into strategic, trusted advisors with key influencer accounts who are involved in making decisions related to the purchase of building products for construction projects. Influencers include, but are not limited to, architects, consultants, building code officials, general contractors, installers, prefabricators, developers/owners, strategic, and corporate accounts.
- Travel with CDMs and coach them to level up sales calls, helping them to close projects that utilize Sto's products, systems and services including Rainscreen, StoCast, Air and Moisture Barriers and EIFS and Stucco finishes, among others.
- Develop exciting sales campaigns, strategic initiatives to keep customer engagement fresh.

- Set a regular cadence of accountability with the team as well as individually with each CDM, to ensure they are on track to meet their sales quotas and are on message and reaching the right targets.
- Help the team land new strategic accounts in the areas of fast-casual, retail, hospitality, healthcare and regional banking, and mixed-use developments throughout the US.
- Manage the CDM group to deliver educational seminars and luncheons with specific branded messaging to target influencers incentive programs to sales team to gamify sales and create a culture of achievement, drive and ambition while also having fun
- Collaborate and engage Field Service Managers when necessary to provide technical field support and training.
- Monitor and report competitive activity including, but not limited to, new products or initiatives and promotional programs as a team and plan sales scripts to address objections.
- Manage the CRM project pipeline to increase lead conversion (specification) and close rates, sales velocity, and booked sales in all Sto systems.
- Perform other duties as assigned.

Knowledge/Skills/Abilities:

- Minimum five years in sales and/or sales management in a construction related field or previous experience shows the use of skills needed to execute this position successfully.
- Must know the basics of reading construction drawings/building plans and be able to teach your team members.
- Must be proficient in SalesForce or equivalent CRM, to manage pipeline, project opportunities, contacts, accounts, sales activities, and other information useful for understanding the health of the business, the salesperson, and the business unit/Sto System/product sales, by region.
- Bachelor's degree in business administration or construction management or its equivalent in work experience.
- Additional language skills would be an asset.
- Strong leadership skills and ability to thrive in results-oriented environment.
- An affinity for current digital technologies is essential.
- Ability to define problems, gather data, establish facts, and draw valid conclusions.
- Strong knowledge and proficiency in data software: MS 365 (required), CRM (preferably Salesforce.com).
- Excellent oral and written communication skills and strategic listening skills are necessary to effectively exercise tact, discretion, judgment and diplomacy when interacting and/or negotiating with all levels of internal and external customers.
- Strong organizational skills - attention to detail and self-motivator - willing to take the initiative.



- Creative innovator with entrepreneurial spirit.
- Active, lifelong learner mentality.

To Apply:

Submit your resume and cover letter to Jobs@stocorp.com. Job ID: DCD