



®

## Job Description

Position Title: Sales Manager (China)	Department: International	Date: 01/10/07
Position Reports to: General Manager (China)		

### I. Overview:

Primary responsibility is building and managing a team of sales people that will service a network of distributors. The sales manager and his team will also make sales calls on projects (contractors) and architects.

### II. Responsibilities

1. Select, train, motivate and assess new and existing Sales Representatives.
2. Prepare and comply with annual budgets.
3. Continually evaluate the distributor framework to assure sufficient coverage, and maximum market penetration.
4. Sets sales objectives for Sales Representative and Distributors.
5. Evaluate competitive situations and recommend appropriate tactics.
6. Conduct sales training programs for individuals and groups.
7. Function as key internal contact for Sales Representatives.
8. Travel to territories to develop Sales Representatives and Distributors.
9. Coordinate and implement pricing policies within territories and within regions to maximize profit.
10. Execute nationwide, regional and distributor level product promotion programs.
11. Coordinate planning for major national trade exhibitions as assigned.
12. Responsibility for maintenance of major Project files, and Competitive Data files.
13. Continuing education.
14. Perform other directly related appropriate duties as assigned.

### III. Requirements:

1. Successful track record in sales management career.
2. Minimum five years sales experience in the construction industry, preferably tile related.
3. Knowledge of construction methods and standards.
4. Strong, aggressive personality.
5. Fluency in English and Mandarin

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### IV. Skills:

1. High ability and successful track record in personal salesmanship.
2. High ability in leadership and motivation.
3. High level of self motivation.
4. High computer literacy.

### V. Travel:

50%+

Reply in confidence to Human Resources, at [humanresources@laticrete.com](mailto:humanresources@laticrete.com)