

POSITION: Director, Sales and Channel Management, North America

DESCRIPTION: The director is functionally responsible for all aspects of Sales Channel Management worldwide, including direct sales and managing distribution relationships, key account management, leadership and direction of tactical marketing and communications efforts to drive sales volume, shorten the selling cycle and maximize market share; lead generation and follow up.

KEY RESPONSIBILITIES: Reporting to the Chief Operating Officer in Toronto, initially as a contract employee, the Director is responsible for:

- Selecting, training, monitoring and motivating distributors and members of their sales teams;
- Direct sales support for distributors and key accounts;
- Generating sales/profitability to meet established targets;
- Monitoring levels of customer satisfaction;
- Providing the services necessary to ensure customer loyalty and a positive company image;
- Developing, analyzing and maintaining metrics for sales performance;
- Targeted market and competitor intelligence;
- Customer liaison and market feedback to guide product development;
- Setting budgets and targets;
- Staffing trade exhibits and demonstrations;
- Extensive travel throughout North America.

KNOWLEDGE REQUIRED:

- Understanding of consultative selling and matrix management;
- Familiarity with optically based biosensors and/or porous solid microarray substrates and related instrumentation and consumables for protein, DNA/RNA based scientific research would be an asset;
- B.Sc./M.Sc. in biochemistry, biology, chemistry or related life science or engineering discipline or equivalent gained through relevant industry experience.

SKILLS/COMPETENCIES REQUIRED:

- Demonstrated ability to manage a sales and distribution network for results;
- Ability to rapidly assimilate and interpret data from disparate internal and external sources in order to identify opportunities and adjust actions to meet or exceed targets;
- Project management skills;
- Hands on experience with analytical and/or biomedical devices and software, preferably in academic, pharma and clinical research settings;
- Strong technical presentation and group facilitation skills;
- Demonstrated ability to achieve results in a small company environment with scarce resources.

EXPERIENCE PREFERRED:

- 5+ years in sales and management positions in biotechnology, life sciences, diagnostics or device industry environments;
- Demonstrated success managing both internal and external sales personnel;
- Previous successful execution of account penetration strategies;
- Substantive channel management experience

KEY ATTRIBUTES:

- Organized, results driven, sets and achieves aggressive goals;
- Entrepreneurial thinking and work ethic;
- Seen as a leader by sales personnel;
- Strong, clear communicator;
- Pragmatic, "can-do" attitude;
- Ability to work independently and as a team member;
- Able to travel throughout North America.

TO APPLY for this position, please submit a resume in confidence to: jobs@axela.com or directly to j.harack@axela.com. We thank all applicants for their interest. Due to the volume of applications, only those selected for an interview will be contacted.