

JOB DESCRIPTION

Job Title:	Vice President Sales & Business Development	Exemption Status:	Exempt
Reports To:	President/CEO	Department:	Sales
Direct Reports:	Sales Team	Effective Date:	1/1/2015

JOB SUMMARY:

The Vice President of Sales and Business Development represents EMS' commitment to forging greater collaboration across functions as the company continues to grow at an aggressive pace. This individual will expand, manage and mentor the sales team. The individual will assess existing programs and put together a strategic plan to expand and enhance these activities.

JOB SPECIFIC STANDARDS

Essential Functions

- Create a Strategic Sales Plan that embraces the company's philosophies and fosters creativity and open communication within the team
- Establish a formalized sales process which recognizes the stages of the classic sales cycle, and the metrics required to meet/exceed established revenue goals
- Develop a Compensation Plan that reflects an understanding of the industry and the competitive landscape
- Provide thought leadership to the company, introducing fresh and innovative perspectives on the market and the industry
- Lead by example as a compelling sales executive
- Mentor and train team members in the field both with individual accounts and co-traveling with sales personnel
- Deliver exceptional market and revenue growth for the company
- Develop/groom individuals within the Sales organization for growth as future leaders of the company
- Identify, develop and maintain strategic business partnerships
- Close new business deals by coordinating requirements; developing and negotiating contracts; integrating contract requirements with business operations
- Develop new opportunities to increase recurring revenue from existing clients or new prospects
- Perform other duties as required

Secondary Responsibilities

- Supervise management of major and critical client accounts
- Participate in the development of new project proposals and RFPs as needed
- Represent the company at various community and business meetings to promote the company
- Promote positive relations with partners, vendors, and distributors

SKILLS AND ABILITIES:

- Track record of selling complex, integrated enterprise solutions within the health care arena, particularly the hospital and medical training and education arena

- Demonstrated success in leading a team-oriented sales organization with an understanding of, and commitment to, common goals
- Expert skills in relationship-selling and ability to nurture long-term partnerships with clients
- Polished presentation and communication skills
- Build business relationship with clients, partners and new opportunities

EDUCATION AND EXPERIENCE:

- Experience as a successful sales leader in a fast growing, entrepreneurial environment
- Undergraduate degree is required; Preference for an advanced MBA degree

PHYSICAL CAPABILITIES:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions
- While performing the duties of this job, the employee is frequently required to sit, talk and hear. The employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel. The employee is occasionally required to reach with hands and arms. The employee must occasionally lift and/or move up to 30 pounds. Specific vision abilities required by this job include close vision, color vision, depth perception, and ability to adjust focus

ENVIRONMENTAL CONDITIONS:

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate

Note: This Job Description may not describe all of the job responsibilities and standards assigned to this position. They may change upon review and at management's discretion.

Approved By:

President / CEO

Date

EMS is an Equal Opportunity Employer. As required by law, we record certain information to be made a part of our Equal Employment Opportunity compliance or Affirmative Action Programs, where applicable. Only persons who meet the minimum qualifications for a position will be considered as applicants. We deal with employees, applicants, customers and suppliers without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status or other status protected by applicable law.