

# JOB DESCRIPTION

## JOB TITLE: Territory Account Manager

### JOB SUMMARY:

As the industry leader in voice-enabled workflow solutions, Mountain Leverage is laser-focused on helping our customers and prospects achieve peak performance in distribution centers of all sizes. With a team that is unparalleled for excellence, creativity, innovation, and 24/7 support, we offer trusted expertise in voice-picking technology and systems for the world's most powerful warehouses.

Mountain Leverage is seeking a Territory Account Manager to join our growing team. In this role, you will be responsible for a geographic sales territory with goals and objectives aligned with the organization's expectations and mission. As the Territory Account Manager, you will be responsible for Opportunity Creation and Opportunity Capture.

### WORKING CONDITIONS:

#### Location:

1. Within the US
2. Home-based office that allows for a professional environment for inbound and outbound communications.
3. 60-70% travel should be expected.

#### Internet Service Requirements:

- Internet access provided by a cable or fiber provider
- DSL, satellite, and wireless broadband is NOT permitted
  - Exceptions may be made if latency and packet loss is below an acceptable minimum.
- Minimum upload speed of 5 Mbps
- Minimum download speed of 10 Mbps

#### Other:

1. Sunday travel may be required and prospect visits are likely to happen after traditional working hours.
2. A key consideration will be the candidate's ability to embrace self-improvement, the ML P.A.C.T [Possibility, Accountability, Championship, Trust] and contribute to the ML culture.

*Before any technical or educational requirements are considered, all Mountain Leverage employees must possess traits of honesty, integrity, and honor. They must be flexible, adaptable, and open to change. They must also be critical thinkers, problem-solvers, and team players. And last but not least, they must have a great sense of humor and desire to have FUN at work!*

### MINIMUM REQUIRED QUALIFICATIONS:

- Education:
  - Bachelor's Degree
- Experience:
  - The ideal candidate will have built a successful sales territory elsewhere, achieving 90% or more of the annual goal for 3 of the past 5 years or during 60% of the time managing the territory.
  - Understand DC operations and workflows with the ability to provide meaningful insights drawn from experiences and past engagements. The proper candidate should have the desire to become a trusted advisor in each Account/Opportunity.

To apply, send resume and brief introduction to: [careers@mountainleverage.com](mailto:careers@mountainleverage.com)

- Capable of working with and collaborating consistently with a distributed workforce/team.
- Ability to execute a strategic selling sales plan, drive new business generation, canvas for pipeline depth, and qualify and select targets accurately along with traditional sales territory planning are all required skills.
- Sales force automation (i.e. Salesforce.com, Spiro, ACT, etc.) knowledge, presentation (PPT, Prezi, Google Slides, etc.) development skills, presentation delivery skills, understanding and skills within the Google suite for office automation and remote collaboration, virtual meeting tools (Zoom, Google Meet, etc.) and potentially other tools are required to be productive in this role.
- Skill in providing sales team engagement leadership and crafting prospect-specific solutions and strategies for Opportunities.
- Discipline at tracking opportunities for pipeline accuracy and having the instincts and the confidence to walk away from opportunities that are poorly qualified or where a win will be overwhelmingly challenging.
- Detailed focus for conducting sales campaigns, prospecting activities, and leveraging current events within the territory to drive opportunities.
- Significant financial acumen sufficient to articulate a solid business case in the language of our typical audience members.
- Highly “outcome” oriented - both within and outside of our company.

### **PRINCIPAL DUTIES & RESPONSIBILITIES (Essential Functions):**

- New Business Development - Opportunity Creation & Capture:
  - Ability to articulate the ML value proposition in prospect meetings
  - Develop and pursue a target account list
  - Embrace the phone for prospecting
  - Understand the concepts of prospect alignment
  - Plan, manage and execute a complex sales visit and sales cycles
  - Judiciously manage the calendar
  - Embrace continuous learning/continuous improvement
  - Protect the company’s assets every day
- Seek out additional training and methods to improve yourself, your sales team, and refine the processes.
- Manage day-to-day tasks productively, without the need for direct management involvement.
- Assist with selling-campaign development and execution.
- Ensure the highest quality on all materials shared internally or externally.

### **KNOWLEDGE, SKILLS & ABILITIES:**

- Skill in managing multiple opportunities, often with unclear deadlines.
- Exceptional communication skills in order to work effectively in a technical environment as well as in a non-technical business user community.
- Assess the performance of sales team members, providing feedback as needed.
- Ability to execute tasks with minimal supervision.
- Ability to adapt and willing to learn new technology or techniques.
- Strong organizational skills - Ability to organize, analyze and execute several concurrent tasks and activities.

To apply, send resume and brief introduction to: [careers@mountainleverage.com](mailto:careers@mountainleverage.com)

# Mountain Leverage Core Concepts

Please consider the below core concepts for Mountain Leverage before considering employment. All members of the team are expected to strive towards living these values in their daily work.

## Founder Mindset

Values	Declarations
<ul style="list-style-type: none"><li>★ Passion</li><li>★ Impact</li><li>★ Judgment</li><li>★ Innovation</li><li>★ Problem-solving</li><li>★ Continuous improvement</li><li>★ Fearlessness</li></ul>	<ul style="list-style-type: none"><li>★ We are <b>waging war on the status quo</b> by solving problems in a new way or even creating a new industry entirely.</li><li>★ We have a deep understanding and <b>connection to what our company stands for</b>.</li><li>★ We are <b>obsessed with the details</b> of our business and focus on the customer connection.</li><li>★ We insist that <b>we all think like owners</b>.</li></ul>

## Artisan Perspective

Values	Declarations
<ul style="list-style-type: none"><li>★ Integrity</li><li>★ Impact</li><li>★ Excellence</li><li>★ Creativity</li><li>★ Passion</li><li>★ Critical thinking</li><li>★ Detail-oriented</li><li>★ Abstract thinking</li><li>★ Possibility</li></ul>	<ul style="list-style-type: none"><li>★ We are intentional about our craft, <b>beginning with the outcome in mind</b>.</li><li>★ We take special care to <b>select the best fit material</b> and/or product for any project.</li><li>★ We are <b>attentive and learn through humility</b>, not to be limited by past successes or failures.</li><li>★ We realize great value in <b>perfecting the processes of creation and optimization</b>.</li></ul>

## Industrial Ingenuity

Values	Declarations
<ul style="list-style-type: none"><li>★ Grit</li><li>★ Consistency</li><li>★ Ingenuity</li><li>★ Diligence</li><li>★ Persistence</li><li>★ Independence</li><li>★ Tenacious</li></ul>	<ul style="list-style-type: none"><li>★ To ensure successful outcomes, we recognize the value of <b>consistent, industry-leading execution</b></li><li>★ We willingly <b>sacrifice our comfort in exchange for the value of hard work</b>.</li><li>★ We roll up our sleeves and employ <b>ingenuity, toughness, and technology</b> to overwhelm any challenges in front of us.</li><li>★ <b>We do what it takes to get the job done</b>, within the boundaries of our ethics.</li></ul>

### Warrior Spirit

<p>Values</p> <ul style="list-style-type: none"><li>★ Honor</li><li>★ Dedication</li><li>★ Effective communication</li><li>★ Resilience</li><li>★ Collaboration</li><li>★ Preparedness</li><li>★ Purpose</li></ul>	<p>Declarations</p> <ul style="list-style-type: none"><li>★ We will communicate consistently and effectively, <b>never leaving stakeholders uninformed.</b></li><li>★ <b>We courageously stand by our team</b>, which includes employees, customers, partners, vendors, and other stakeholders.</li><li>★ We will always endeavor to <b>uphold the prestige, honor, and high esprit de corps of Mountain Leverage.</b></li><li>★ We <b>prepare and train as we plan to battle</b>, with the highest of honor, excellence, and dignity.</li><li>★ We acknowledge and appreciate customer trust; <b>we will never break that trust.</b></li><li>★ <b>We never accept defeat.</b></li></ul>
--	--

### Farmer Virtue

<p>Values</p> <ul style="list-style-type: none"><li>★ Credibility</li><li>★ Natural Law</li><li>★ Empathetic</li><li>★ Ecological</li><li>★ Fairness</li><li>★ Accountability</li><li>★ Stewardship</li><li>★ Resourceful</li><li>★ Nurturing</li></ul>	<p>Declarations</p> <ul style="list-style-type: none"><li>★ We <b>do not cut corners in our quest for greatness.</b></li><li>★ We understand that <b>all actions have an impact elsewhere in the world</b>, both locally and globally</li><li>★ We have an innate responsibility to be <b>excellent corporate citizens.</b></li><li>★ We treat all people with <b>respect, kindness, and empathy.</b></li><li>★ We <b>think positively and plan accordingly</b> for the harvest ahead, while also tending to the work of today.</li></ul>
---	---