



**AIM Metals & Alloys Group / AIM Metals & Alloys LP**  
Cranston, RI

### **SALES MANAGER TRAINEE OPPORTUNITY**

Reporting directly to the Vice President of Sales, the sales manager trainee's job is to sell electronic-grade solder assembly materials such as solder paste, liquid flux, bar solder, and wire solder to businesses that produce circuit board assemblies (PCBAs). He/she must develop extensive knowledge of the products' features and benefits and must understand the production processes that make these products work. They must develop the skill to explain the benefits of our products and related services to potential customers to demonstrate how these provide better overall benefits than our competitors' products. The Sales Manager Trainee will be expected to negotiate market-driven prices and complete the sale. During the training period of one year, the Sales Manager Trainee will be based out of Cranston RI. Once ready for customer visits, travel will be to the southwestern USA so relocation will be necessary.

Successful sales managers utilize the depth of the company's departmental support to convince potential clients that we are the best solder supply option for them. Sales managers manage a geographical territory, which means that they must manage, motivate and hold accountable their representative and distributor networks. Sales managers often work under stressful conditions and their income and job security depend on successfully completing sales. Some may work long and irregular hours to meet sales goals and client needs.

#### **Sales Trainee Job Responsibilities:**

The sales trainee will be expected to learn the sales process, internal sales support processes, products and services features and benefits, and customer processes by completing training assignments and rotation time in various aspects of the company. These assignments can require time spent at other company facilities for possibly weeks at a time.

#### **Sales Trainee Job Duties:**

- Learns sales process by completing training program; completing study assignments
- Observes sales process by traveling with colleagues, sales representatives, and distributors; attending sales and service calls.
- Learns the customer processes by traveling with technical service personnel and spending time in our internal applications labs.
- Learns how to differentiate AIM from the competition
- Learns the internal manufacturing process and how it helps in supporting field sales.
- Practices sales process by calling on existing and potential accounts;
- Updates job knowledge by participating in educational improvement opportunities; reading sales and marketing publications; maintaining personal networks; participating in sales and marketing organizations.
- Travel expectation is 50%



Once the trainee is ready, he/she will move into The Sales Manager's role where responsibilities include but are not limited to:

- Establishing and meeting sales and profit targets for the specified region.
- Maintaining profitable, market-dictated pricing.
- Making a sufficient number of direct sales calls obtain desired growth in the Region. Travel expectation is 80%.
- Selling the Company's complete product line to the industry.
- Working with and improving the rep and distribution network.
- Providing feedback to AIM management of ways to improve the company's sales and profit performance.
- Preparing work reports and forecasts as required.
- Defining and providing product requirement suggestions to the R&D dept.
- Working with technical support personnel to evaluate materials and provide technical assistance and troubleshooting of products/processes.
- Preparing expense reports in a timely fashion.
- Performing training presentations on current and new technologies to customers, distributors, and rep groups.
- Interfacing with credit and quality assurance departments as necessary.
- Attending company sales meetings and industry trade shows.
- Working closely with assigned Customer Service Representative.
- Following all AIM guidelines and rules as well as all local and national laws.

Required Skills and Qualifications amongst other are :

- Educational background can be Business, Marketing or Technical based
- High Energy Level
- Self-Motivated, Self-Development
- Motivation for Sales and ability to meet Sales Goals
- Technical Competency and Business knowledge
- Verbal Communication
- Handles Rejection and pressure
- Deals with Uncertainty
- Self-Confidence
- Must have car and valid USA Driver's License

Are you ready for a new challenge and are you hungry for a great opportunity to grow in a fast paced stimulating environment? Join the AIM team now by applying to our Human Resources corporate office at: [gafard@aimsolder.com](mailto:gafard@aimsolder.com)

We are waiting for YOU!