



Position Specification

POSITION	Account Executive
COMPANY	<p>Our client is a privately held provider of critical infrastructure security solutions for the commercial, industrial, healthcare, and downstream energy sectors, as well as government and military facilities including airports. Based in Houston, Texas with a secondary business hub in Oklahoma City, the company assesses, designs, assures, assembles, installs, and services electronic security systems (CCTV, access control, alarm), fire alarm and life safety systems, and associated data and voice networks and cabling. Much more than a reseller of products, our client is a full service systems integrator and solutions provider.</p>
LOCATION	This position is based in the company's office in Oklahoma City.
REPORTING RELATIONSHIP	<p>The Account Executive will report directly to the Vice President of Sales & Marketing, who in turn reports to the CEO of the company. Both of those executives are based in Houston. The successful candidate will also work very closely with the operations and engineering teams in the OKC and Tulsa offices.</p>
POSITION SUMMARY	<p>The Account Executive is responsible for sales goal achievement through the development and closing of prospective new clients, as well as the pursuit and closing of revenue growth opportunities at existing accounts.</p> <p>Because the company's integrated security solutions involve a significant technology component as well as services provided at every stage of implementation and follow-up, the Account Executive will have extensive interaction with technical and project management staff during and after the selling process.</p> <p>Our client is seeking sales professionals with outstanding records of achievement in driving sales performance in a consultative, B2B environment, and for a business that provides best-in-class solutions that include a significant services component.</p>

**POSITION
RESPONSIBILITIES**

The successful candidate will:

- ▲ Independently identify sales prospects, initiate contact, identify key issues and decision makers, and manage a sales process that leads to closing and implementation of value-add solutions for customers
- ▲ Take leads provided through company marketing activities, trade shows, website, etc., and develop them into profitable sales opportunities for the company
- ▲ Manage existing accounts assigned by the company with the goal of strengthening the relationship and growing the revenue base through sales and implementation of incremental business
- ▲ Manage all of the above activity using CRM resources provided by the company, keeping management and all other affected internal constituencies apprised of sales and account management activities
- ▲ Conduct on-site “discovery meetings” with existing and prospective clients to identify and flesh out opportunities, then work closely with estimators, project teams, and any other affected company personnel, bringing them into the customer relationship as appropriate (e.g., pricing meetings, systems assurance, pre- and post-construction meetings, etc.)
- ▲ In partnership with team members from engineering, estimating, operations and project management as appropriate, design comprehensive premises security solutions, write specifications, assist with submittal packages, assure professional proposal documents, and plan for all sales related activities
- ▲ Serve as an integral member of the company team both in the field and at the office, particularly with project managers, installation and service personnel, to support the timely accomplishment of quoted and/or booked opportunities
- ▲ Provide feedback to the company marketing team as a vital perspective in the creation of promotional literature, testimonials, brochures, and presentation packages
- ▲ Keep the company ahead of the curve as major bid opportunities evolve in the marketplace, assuring a role for the company in leading the development of the specifications, and not just responding to them
- ▲ Maintain a constant focus on profitability (margins and gross profit) as distinguished from the pure “top line” focus that is typical of many sales organizations
- ▲ Build a strong personal and professional profile in the commercial security industry through active participation in professional peer

groups, trade shows, etc.

- ▲ Attend industry educational and training events to maintain and enhance product and application knowledge and stay on top of industry trends
- ▲ Work with purchasing team and other related staff as necessary to streamline the supply chain process and effectively manage costs
- ▲ Work proactively to identify and satisfactorily resolve client concerns through client reviews and other means of maintaining close customer contact
- ▲ Monitor aging of receivables on all assigned accounts and assist with resolution of delinquencies as required

**DESIRED
CANDIDATE
ATTRIBUTES**

- ▲ College degree strongly preferred, although certain types of experience could compensate for the absence of a degree
- ▲ At least five (5) years of progressively responsible and successful field sales experience within the B2B services sector or selling “best in class” solutions that include a significant services component
- ▲ Background in the commercial security industry is not required; however, a background creating and managing account relationships in our client’s key customer sectors (commercial, industrial, healthcare and governmental entities with large and complex premises) would be helpful
- ▲ Consultative selling background involving assessing needs, constructing solutions, and managing the account relationship through all stages of a project life-cycle; analytical and problem-solving aptitude
- ▲ A strong orientation toward gross profit and margins as key drivers in constructing profitable sales opportunities for the company
- ▲ Superior interpersonal abilities and communications skills, both verbal and written; ability to relate effectively to persons at all levels of an organization, from the shop floor to C-level executives
- ▲ A strong team orientation, including having worked successfully with technical and project management personnel in a complex solutions implementation environment
- ▲ Experience working with a PC-based or web-based Client Relationship Management (CRM) system (e.g., Salesforce.com, Act!, MS Outlook CRM, QuickBooks CRM, etc.) to manage prospect and account information, communications, calendar, etc.
- ▲ A person of impeccable reputation and the highest ethical standards

COMPENSATION

The Account Executive will receive a base salary plus an aggressive commission plan that is gross-profit driven. The combination of salary and commission should result in total cash compensation well into six figures annually. The Account Executive will have an expense allowance and access to a full complement of company benefits.