



POSITION DESCRIPTION

Title	Sales Director
Position Level/ Pay Grade	PG 11
Location	Wilmington, DE (Negotiable)
Purpose	RDC is a leading provider of AML/KYC Compliance solutions which mitigate reputational, financial, and legal risk for many of the world's largest institutions. The incumbent in this position will be responsible for the development and performance of all sales activities in assigned market. Provides leadership towards the achievement of maximum profitability and growth in line with company vision and values. Establishes plans and strategies to expand the customer base in the marketing area and contributes to the development of training for clients and Account Executives.

KEY RELATIONSHIPS

Immediate Supervisor	
Sales Team	
Positions Supervised	
<u>Direct Reports – (4)</u> Sales Managers	<u>Indirect Reports – (1)</u> Sales Support Coordinator

CORE COMPETENCIES & SKILL REQUIREMENTS

1. Experience in risk mitigation, especially related to regulatory compliance
2. Understanding of operational and technical infrastructure of financial firms
3. Creative and an innovative Marketer who can develop and execute a Plan to get NEW customers.
4. 5- 7 years managing a Sales force with a verifiable track record of growing revenue – a true “player-coach.”
5. Consistent overachievement of quota and revenue goals

6. Solid understanding of sales and lead generation process
7. Highly motivated, bright, self-starter with results-driven sales oriented attitude.
8. Bachelor's Degree or equivalent experience
9. 10- 15 years of experience in sales management.
10. Strong understanding of customer and market dynamics and requirements.
11. Willingness to travel and work in a global team of professionals.
12. Proven leadership and ability to drive sales teams.

KEY RESPONSIBILITIES

1. Develops a business plan and sales strategy for the market that ensures attainment of company sales goals in terms of new revenue and profitability.
2. Prepares action plans per sales professional, establish clear/measurable goals with real time visibility into performance of individuals and the team.
3. Clearly articulate the unique value proposition of the Company in technical and business terms and achieve customer satisfaction in all transactions
4. Conduct accurate sales forecasting and achieve sales targets
5. Support and develop initiatives across Sales and across the Company focused on sales productivity and efficiency
6. Utilizes sales reporting and management of systems for sales efficiency, forecasting, planning, communication and client tracking
7. Implement forward-thinking policies aimed at developing and improving customer retention and satisfaction.
8. Maintains contact with all assigned clients in the market area to ensure high levels of client satisfaction.
9. Drive individual product profitability and optimize sales volumes
10. Oversee and participate in programs that ensure the attainment of expense objectives, recommends programs to control and correct budget overruns
11. Expand opportunities into untapped product portfolios and develop sales propositions
12. Hiring and managing sales team, including training and development, setting goals, monitoring and appraising performance and initiating corrective action
13. Participating in refining, executing, and managing overall sales strategy to ensure alignment with Company strategies and plans
14. Tracks company performance and prepares appropriate reports as required
15. Communicates overall strategies and responsibilities to the sales team.

16. Indirectly supervises sales support staff and ensures that clerical functions and objectives are met.
17. Maintains good working relationship with all team members and office staff.

Compensation: Highly competitive with significant upside for signed, multi-year contracts once initial cash is received from the signing from the client.