

## Renovia Job Profile

<b>Role/Title:</b> Account Executive	<b>Department:</b> Sales	<b>Location:</b> Nashville, TN
<b>Reports To:</b> Regional Sales Manager	<b>Date:</b> February 2020	

**Company Overview**

Renovia is in the commercial construction industry specializing in coatings and repairs.

Our passion lies in building relationships with customers to solve their problems. All projects begin with a foundation of respect and trust, which we embrace as an opportunity to prove our reliability and expertise. Success is measured in our ability to consistently deliver timely, professional, quality work that allows us to continue strengthening these relationships.

At Renovia, our painting expertise is the framework of our business, yet our goals are greater. We're dedicated to improving lives by providing lasting, positive impact in the communities we serve.

For further information on Renovia, check us out online at [www.renovia.com](http://www.renovia.com)  
 To apply for this position, please email your resume' to Jessie Sears at [jsears@renovia.com](mailto:jsears@renovia.com)

**Company Fit**

**Humble:** Share credit, emphasize team over self and define success collectively rather than Individually.

**Hungry:** Always looking for more. More things to do. More to learn. More responsibility. Hungry people never have to be pushed to work harder because they are self-motivated and diligent. Come in every single day with a mindset that tells you "I will not lose today."

**People Smart:** Common sensical about people, appropriate and aware of what is happening in a group situation and how to deal with others in the most effective way. People Smart people ask great questions, listen to what others are saying and stay engaged in conversations intently.

**A. Job Summary** The Account Executive (AE) is responsible and accountable for prospecting, evaluating, acquiring and growing business opportunities that align with Renovia's culture, mission, values and goals. The AE integrates other business units such as Estimating and Operations into the sales process and manages the collaboration and information flow throughout the project sales cycle. The AE plays an important role in supporting Renovia's purpose to be a light in the community and around the world through continuous improvement, serving others and uncompromising integrity.

**B. Job Responsibilities**

1. Provide consistent year over year growth of existing accounts
2. Demonstrate weekly prospecting for new clients
3. Develop bid presentations after gathering data and collaborating with Estimators, Project Managers and other resources
4. Update sales and budget metrics within Salesforce and other appropriate platforms
5. Identify, prepare and implement additional standard operating procedures, as needed
6. Participate in weekly company huddle and sales meetings
7. Network with supplier and other strategic partnerships to leverage lead sharing
8. Manage the collaboration and information flow throughout the sales cycle
9. Provide value to prospects to earn their trust in you and your expertise in the field
10. Deliver KPI outcomes that are aligned with your sales budget (monthly, quarterly, yearly)

**C. Competencies/Skills Required**

**1. Results Oriented**

- Possesses tenacity and creativity to identify, prospect and cultivate new customers on a local/regional level
- Labels and measures success in comparison to those personal and company goals
- Identifies what drives customer decision making and uses qualifying and probing questions that help close sales

**2. Time/Self-Management/Motivation**

- Prioritize tasks by importance and deadline dates
- Focus time and effort on key tasks and easily transition between those tasks
- Respond to setbacks with increased efforts and be persistent in the face of difficulty

**3. Customer Focused**

- Identify and describe the customer's expectations
- Show interest in, anticipate, and have timely response to customer needs
- Go beyond basic expectations to help customers implement solutions
- Explore options when unable to deliver a requested product and/or pursue solutions until the customer is satisfied.
- Seek additional resources or strategies when unable to find resolution to a conflict or issue.

**4. Collaboration and Teamwork**

- Maintain an open, approachable manner, and treat others respectfully
- Anticipate and recognize the concerns of others, even if those concerns are not openly expressed
- Seek to resolve confrontations and disagreements constructively with Clients or teammates by focusing on the situation, issues, or behaviors, rather than the behaviors of the person

**5. Communication**

- Ensure that others involved in a project or initiative are kept informed about developments, plans and deadlines
- Communicate in an articulate (verbal), easily understood manner and convey ideas and facts using language the Client and resources best understand
- Present information clearly, concisely, and logically; focusing on key points
- Be concise and grammatically correct

**6. Business Acumen**

- Comprehends manuals and project scopes, identifies potential pitfalls and articulates those to the team
- Anticipates impacts and risks of decisions and actions and how they impact the bottom line
- Utilizes Renovia's 5-step Sales Process while navigating through the Sales cycle

**D. Outcomes/Measures of Success**

1. Year over year growth of existing Renovia accounts within your Branch Office
2. Meet KPIs outlined in individual sales plan i.e. Prospecting Activity/Appts./Leads on a weekly, monthly & yearly basis
3. Identify and close projects with new customers that Renovia is not currently working with in all segments (such as Apartments, Hospitality, Healthcare)

**E. Education/Knowledge/Skills Requirements**

- Bachelor's or advanced degree preferred
- Knowledge of Salesforce preferred
- Proficient in Microsoft Suite
- Serve-First Mentality