

# Full Job Description

The Sales Engineer is a multi-faceted professional role that holds the responsibility of two primary factors: technical expertise and filling the pipeline of sales. This position serves as a representative to our company's fixture and gauge program and assumes the responsibility for bringing in a portion of the company's revenue. Successful candidates for this position will possess a high degree of professionalism, initiative, and the ability to be both technical and customer facing while being accountable to the leadership team in a fast-paced environment. Candidates considered for the Sales Engineer position will be passionate about technology and highly curious and creative. They will excel at problem-solving and using logical reasoning while also possessing charisma, interpersonal and teaching skills to build relationships as the basis for making sales. Specific responsibilities encompass generating new customers, maintaining existing customer relationships, and interpreting needs of customers in the form of carrying out design of fixtures and gauges. The role is designed to be held by a self-motivated employee who can represent the company, take ownership of program sales, and focus on technical details of design.

## Responsibilities:

- Report directly to owners and leadership team.
- Accountability for the sales portion of the company's revenue within the fixture and gauge divisions.
- Create, grow, and maintain sales of industrial and technical solutions to new and existing customers in various industries.
- Be the technical expert that helps to differentiate our company from our competition and drives profitable sales for both new customers and the growth and retention of existing customers.
- Focus on revenue generation in tandem with product cost reduction activities in support of and defined by yearly cost metrics and targets.
- Design, develop, and test various tools, fixtures, and equipment recommended for manufacturing methods.
- Persist at cultivating creative solutions to long-standing challenges and issues even when changes deviate from established processes.
- Be responsible for on-time or early project completion, being within budget, and fully meeting the customer's requirements.
- Identify root cause and lead corrective action execution to improve quality and reduce scrap.
- Secure orders, guarantee product standards, and assure product delivery.
- Establish customer rapport and maintain strong relationships.
- Provide accurate estimation and costing on projects to prospective and existing customers.
- Visit customer sites for on-site troubleshooting.
- Create and maintain detailed work instructions to ensure standardized manufacturing processes.
- Collaborate with Management, Engineering, Quality, Production, and other staff regarding manufacturing capabilities, capacities, and production schedules to facilitate efficient processing
- Approach challenges with an open-mind and willingness.

## Qualifications:

- 2-5 years in sales or customer facing equivalent
- Self-motivation with a dedicated and professional attitude
- Experienced in design and build of quality control, assembly and work holding gauges and fixtures
- Proficient in GD&T
- Have keen understanding of industry tolerances, cost effective construction methodologies and ability to communicate entire manufacturing progression with the production floor through documentation

- Excellent written and verbal communication skills
- Understanding of marketing and sales principles.
- Strong project management skills
- Deadline-driven
- Superior organizational skills with a focus on detail and accuracy
- Creative thinker with the ability to work independently and as part of a team
- Honest and ethical team player with a strong commitment to confidentiality
- Ability to quickly learn new software platforms

**Education & Experience:**

- Requires a Bachelor's degree in Engineering or a minimum of 5 years in tool or fixture making
- Proficient in SolidWorks CAD or similar
- Proficient in Microsoft Office products to perform daily tasks
- Must have mechanical aptitude, preferably from experience in manufacturing