



# E.B. Horsman & Son

*The Electrical Distributor of Choice!*

## About our Team:

E.B. Horsman & Son (EBH) has been in business since 1900. We are strong, nimble and growing! EBH is proud to be a successful Western Canadian electrical distributor with 20+ locations throughout Alberta, B.C. & Saskatchewan, and consistently recognized as one of Canada's Best Managed companies. We take pride in living our core values and carrying our mission statement of "Providing the Best People, Best Solutions, and the Best Service in the Electrical Industry."

## Why Join the EBH Team?

### The Perks.

- Full benefits package
- Competitive compensation plan
- Profit-sharing
- Employee share ownership program (ESOP)
- RRSP matching after 1 year of employment
- Birthday day off

**The People & Culture.** You will be surrounded by the best talent in the industry and high team collaboration with people you can be proud to work alongside.

**Continuous Development.** You will have access to our EBH University for personal & professional development. Training & development is an essential part of our culture. Increasing our knowledge not only builds confidence but empowers growth through learning.

## About the Opportunity:

This position will provide the opportunity to make an impact in the Electrical Industry. Starting with the meaningful networks and relationships you will build; this role will also expose you to a wide range of clients, suppliers while



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having input to grow sales market share. You will be working with a solid team and a strong company culture.

As the **Lower Mainland, Commercial Sales Manager**, you will be an entrepreneurial spirited individual who exhibits strong leadership, business acumen and strategic skills. Core Values of Teamwork, Collaboration, Initiative, Respect, Integrity and Continuous Improvement are vital to this role. In this role the Industrial Sales Manager is to develop, lead and execute our organizations Commercial sales strategy and manage supplier relationships serving the Commercial business in the markets in which we serve. The Commercial Sales Manager works in collaboration with our leadership team, sales team, technical divisions, Projects group and key support departments on our two-way sales strategy to meet current sales revenue, sales profitability and budgetary goals and objectives while also identifying measures for future sales success. This role reports to the Lower Mainland District Manager.

## **Position Type/Schedule**

This is a full-time position with the ability to work remotely and at EBH's branch locations.

## **Work Location**

Lower Mainland, BC

## **What are the Key Accountabilities:**

- **Organizational Sales Leadership:** Our Commercial Sales Manager is a key member of the Lower Mainland senior management team. Responsible for sales and technical division success across the Lower Mainland and actively involved in strategic planning, managing people, selling, leveraging technology and is often creating or improving processes.



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- **Leading and Mentoring:** You are an entrepreneurial and passionate leader. You lead by providing operational excellence. You possess the leadership competency to lead, coach and develop a team with personal qualities of resourcefulness, flexibility and integrity. You will be the driving force in mentoring and empowering your team that will lean on you for your knowledge, expertise and leadership. This will include working with the branch teams with talent acquisition and development, goal setting and succession planning.
- **Sales Strategy and Performance Management:** Collaborates and executes the sales department go-to-market and operational strategies to achieve business objectives. Participates with other senior managers in developing the strategy for the Lower Mainland. Determines and monitors the department's key performance indicators (KPIs) such as revenue vs. plan, contact rate, quote closure rate, open order backlog, and gross profit percentage and anticipates and reacts quickly to performance trends and changes.
- **Supplier and Agency Relationships:** Works strategically with our key supplier and agency partners to profitability grow in the Lower Mainland Territory. Develop deep and lasting relationships with the BC Agent and Supplier partners. Collaborates with our Lower Mainland District Manager, Branch Managers, Account Managers, Customers Service Managers to, manage and maximize returns on all Affiliated Distributors (AD) or directly negotiated supplier programs.
- **Sales Force Development:** Directly manages and directs sales department employees and supervises/advises on key sales hiring and performance in all branch positions withing the Lower Mainland. Collaborates with HR and Managers to develop and implement sales employee performance management programs. Also collaborates with branches to develop sales skills at all levels. Participates in corporate



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succession planning activities, writes and delivers employee reviews, keeps close tabs on employee morale and creates a positive working environment.

- **Projects and Corporate Contracts:** Collaborates to develop systems, training, and governance for complex sales negotiations, will attend key sales and contract presentations and helps close strategic sales deals. Directly manages very large, high-profile customer accounts, as appropriate. Actively involved in pricing strategies, limits of authority guidance and customer credit reviews during the sales process. Helps develop guidelines and limits of authority for sales proposals and responses to the request for proposals (RFPs).
- **Business Tools and Technology:** Oversees and drives adoption of sales technology including customer relationship management (CRM), a sales intranet and reporting. Partners with information technology leaders to identify, implement and improve new technology based on business requirements. Develops sales and lead generation strategies, digital and traditional, in collaboration with branch, division, e-commerce and marketing leadership.
- **Community Relations:** EB Horsman & Son has a longstanding history of "Helping Communities Thrive" and our Commercial Sales Manager plays an integral role in this giving back culture. Works with EBH Executive, District and Divisional leadership to ensure the company is well represented at such industry associations as: Affiliated Distributors (AD), BC Electrical Associations (BCEA), Electro Federation Canada (EFC) and Electrical Contractors Association (BC). Works with Marketing and District Managers to ensure coverage at fundraising events and tradeshow



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## Who you are:

- Highly driven and disciplined with a strong work ethic, with a strategic and business acumen.
- Approachable demeanour and a positive "customer first" attitude
- A mentor, a coach with the ability to motivate a team
- Self-managed and highly motivated to drive sales growth, with flexible demeanour, yet disciplined approach for process compliance
- Passion for operational excellence and continuous learning

## You bring the following skills/qualifications:

- Bachelor's Degree in a relevant field or equivalent combination of education and experience
- Competencies associated with an MBA are considered an asset
- 5+ years of experience in a similar Management Role
- 5+ years of experience in the electrical industry
- 3+ years in a Project Proposal Role with large contractors
- 3+ years of relevant Account Management and sales experience
- Demonstrated proficiency with project management
- Intermediate computer skills with proficiency in MS Office and the ability to learn new software
- Strong interpersonal skills, including verbal and written communication
- Proven ability to form strategic partnerships, build relationships and respect cultural diversity; ability to be inclusive, collaborative, and respectful
- Reliable transportation is required

## Our Core Values: Celebrating the Past, Empowering the Future



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Teamwork & Collaboration | Integrity | Commitment | Reliability | Initiative | Continuous Improvement

## Take Your Next Step With EBH

If you believe your skillset matches the above description and are an enthusiastic, innovative, passionate and energetic individual we would like to hear from you. Please visit our website to apply for this posting [www.ebhorsman.com/careers](http://www.ebhorsman.com/careers) or click "Apply" on this posting.

## Our Commitment to Inclusion & Diversity

E.B Horsman & Son is a proud equal opportunities employer and we are committed to creating a respectful, inclusive and barrier-free workplace that allows all of our people to reach their full potential. A diverse workforce is a key to our success and we believe in bringing your whole self to work. We welcome all qualified candidates to apply and hope you will choose E.B. Horsman & Son as your employer of choice.

*We thank all interested applicants. However, we are only able to work with those who live in Canada and have permanent working status. Please note that only those chosen for an interview will be contacted.*



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