

About the 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 BC, Alberta, and 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." in the Electrical Industry."

Why Join the EBH Team?

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.

The perks. We offer a complete benefits package with a competitive compensation plan, profit sharing, Employee Share Ownership Program (ESOP), and your birthday off.

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

Work Location

Our Head Office is located in Surrey, BC, in the Campbell Heights Business District with remote working option.

About the Role

The **Process & Instrumentation Manager** works closely with the BC Divisional Manager- Process Automation and Controls to support the short and long-term strategic vision of the Process Instrumentation Division. They oversee the Process & Instrumentation team along with supporting the branch networks with the process and instrumentation needs of our customers.

What are the key Accountabilities?

- **Collaboration:** You will work with the Corporate leadership team, Sales team, and suppliers to develop and support the process and instrumentation sales plans to strategically target new and existing customers to hit targets and maximize profit margins.

- **Leadership:** Establish a strategic and trusted relationship with all lines of the business, including the Process & Instrumentation team and branch networks. You possess the leadership competency to lead, coach, and develop a team with personal qualities of resourcefulness, flexibility, and integrity. You can assess and leverage the strengths, weaknesses, and working styles of team members. Empower their team to exceed expectations that are realistic yet challenging.
- **Strategic Planning:** Demonstrated knowledge of participating in strategic planning. You are passionate about creating and implementing market focus/strategy programs that affect the efficiency and effectiveness of attaining the team's strategic goals. Reviews and assesses reports on strategic objectives and performance related to group and corporate expectations.
- **Sales Growth:** You will work with the PAC Divisional Manager to develop proactive sales plans. Identifies market opportunities, develops a new customer base, and improves customer relations where opportunities exist. Reviews sales reports to identify opportunities to increase profit. Identify opportunities to grow EBH chargeable PI services while still providing our customers with exceptional customer service. Works with Branch Managers and sales representatives to ensure Process & Instrumentation products are appropriately promoted and are generating sales leads.
- **Customer Service:** Creates and maintains a positive relationship with customers and ensures they have a good experience with EBH.
- **Training/Facilitator:** Coordinates Process & Instrumentation supplier training for the branch sales representatives and PI sales representatives.
- **Diversity, Equity & Inclusion:** Proven ability to form strategic partnerships, build relationships and respect inclusive and cultural diversity.
- **Proudly representing our culture:** EB Horsman & Son has a longstanding history of "Helping Communities Thrive" and you will play an integral role in this giving back culture. You will be a cultural ambassador to driving our corporate strategic initiatives forward.

Who you are:

- Highly driven and disciplined with a strong work ethic and business acumen.
- Approachable demeanor 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 demeanor, yet disciplined approach for process compliance
- Passion for excellence and continuous learning
- Experience giving formal presentations articulating the value proposition of product solution service offerings

What you bring to this role:

- Post-secondary diploma or degree in a relevant area or equivalent combination of education and experience
- Professional Engineer (PEng) or Applied Science Technologist (AScT) designation is preferred
- 7+ years of sales experience
- 5+ years of experience with Process & Instrumentation products and services
- Knowledge of the local customer base is an asset
- 3+ years of experience in a supervisory role
- Intermediate computer skills with proficiency in MS 365 and the ability to learn new software, including comfortable with virtual platforms
- Reliable transportation is required with the ability to travel up to 20%
- Strong verbal and written communication skills

Our Values: Celebrating the Past, Empowering the Future

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 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 our people to reach their full potential. A diverse workforce is 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.