



## Sales Manager

*If you love closing sales, this job is for you.*

### **About Abundant Montana**

Abundant Montana is the go-to resource for local food in the state. Using a revenue-driven product and services model, Abundant Montana is growing a more resilient and reliable Montana food system by: (1) building the consumer demand for Montana-grown food, (2) building in-state market channels for Montana food and farm businesses, and (3) building knowledge and relationships so communities can design local food systems that work for them.

Our sales products include advertising in our annual [Local Food Guide](#) (see 2024 Local Food Guide Media Kit [here](#)), Partnerships, marketing technical assistance, promotion, and business-to-business connections as paid services for Abundant Montana Partners (see marketing services [here](#)).

Our team of Local Food Coordinators live in communities across Montana and build sales leads to hand off to the Sales Manager. This position will work closely with the Local Food Coordinators, directly with our clients, and report to the Director of Community Partners and Sales.

Abundant Montana is a program of the 501c3 nonprofit organization AERO (Alternative Energy Resources Organization). We are committed to getting more Montana food on all Montana plates. Currently, 3% of the food Montanans eat is grown in the state. We are helping move Montana from 3% to 33% by 2033.

### **About the Job**

The Sales Manager is an experienced and savvy sales person whose core focus is to close sales. Sales leads will be initiated by our Local Food Coordinators' outreach, and successfully passed to the Sales Manager for follow-through. The Sales Manager will also be responsible for prospecting for online or statewide sales opportunities, in partnership with the Director of Community Partners and Sales. A successful Sales Manager is driven, self-motivated, and eager to help Montana's purpose-driven food and farming businesses grow thanks to Abundant Montana's marketing services. They know how to communicate value, get buy-in, and close the deal.

We are a start-up and our culture is one of test-and-iterate. An affinity for and comfort with change, creativity, joint problem-solving, agility, and experimentation is a must for a successful team member. We're looking for someone who's ready to help us take Abundant Montana to the next level.

Job Responsibilities:

- Close sales leads
- Meet annual sales quota, which is reviewed monthly
- Build trusting relationships with Abundant Montana's key clients, including ranchers, value-added producers, farmers, restaurants, retailers, and other food and farm businesses
- Understand Abundant Montana programs and services, and effectively communicate opportunities to new businesses
- Use and accurately track sales data in CRM
- Communicate frequently with Local Food Coordinators (LFCs) to manage/ensure LFCs are meeting their lead generation quotas for you
- Maintain up-to-date and intimate knowledge of Abundant Montana's sales performance; lead internal tracking on revenue goals

Nitty Gritty Expectations:

- Reports to the Director of Community Partners and Sales
- Meet a minimum of \$150,000 annual sales quota for 2024 (annual quota to increase in future years, determined through annual budget process)
- Remote position within the state of Montana
- Travel in-state to meet with clients/leads and attend trade shows/conferences as needed; estimated up to 25% of time
- Subject to 3-month review to evaluate performance; 12-month probationary period from date of hire

Skills Required:

- 5+ years experience in sales
- Demonstrated, successful experience in closing sales
- Proficiency with data management softwares (CRM, project management, Google Suite)
- An understanding of why marketing matters to food and farm businesses and the ability to effectively communicate this to diverse audiences
- Ability to both understand the value of AMT products and the client's needs in order to sell them the correct product
- You're a people person; you love talking to people, have excellent interpersonal and persuasive skills, and have no problem maintaining quality relationships with clients
- Passionate about finding ways to satisfy customers' needs
- Resilience and a willingness to deal with rejection; doesn't give up easily
- Excellent organizational skills, including the ability to handle numerous client companies and customers

- Always a team player; lifts everyone around them
- Excellent attention to detail
- Needs little instruction
- Never stops learning
- Adapts well to change
- An enthusiasm for and embodiment of AERO/Abundant Montana's core values: Vision-Holders, Greater Together, Compassionate, Accountable, Imaginative Pragmatists, Agile, and Playful
- Experience in marketing, advertising, local/sustainable food sector, and/or the culinary sector a plus
- Experience managing a team a plus

**Benefits:**

- \$39,080 salaried base pay
- 10% commission on all sales; 20% commission once \$150k sales target is met
- Full-time
- 4-day, 32-hour work week Monday-Thursday; no meetings on Fridays
- Remote work environment, with twice annual in-person staff retreats and annual company conference
- Healthcare
- Unlimited time off (including end of year office closing December 25-31)
- Remote work stipend
- Eligible for company-sponsored retirement plan after 2 years employment

**To Apply**

To apply, email a resume, cover letter, and three references to [erin@abundantmontana.com](mailto:erin@abundantmontana.com) with the subject line "Sales Manager Application."

Applications will be reviewed on a rolling basis beginning January 18.

Ideal start date is February 1, 2024.