

## LEAD CHANNEL SALES MANAGER

**Toulouse or Los Angeles, full time**

### Delair-Tech

Delair-Tech is a world leader in professional UAVs and data solutions for Industries, Ag, Geospatial, construction and Security. Its solutions revolutionize the way industries work with aerial digital data.

So far with customers in more than 80 countries, Delair-Tech's growth and expansion has been phenomenal.

By joining Delair-Tech, you will do much more than just participate to the development of worldwide industrial drone solutions. You'll help many industrial companies make strategic decisions based on reliable & cost-efficient data.

Imagine a job you can enjoy while having an impact on a brand-new market. You can make a difference every single day as you develop and implement your ideas as part of a brilliant, cutting-edge company!

It is in technical excellence and perpetual innovation process that we recognize ourselves.

This is why we encourage innovative ideas and incent our teams to develop their creativity.

As a young, energetic and highly motivated team, we work in a stimulating and pleasant working environment. Dedication and innovation are rewarding and rewarded, giving you a unique opportunity to gain valuable and challenging experience in a rapidly growing business with passionate and easy-going enthusiastic people.

### Job description

Specialized in Geospatial & Construction activities, you will join Delair-Tech to strengthen the Sales team and focus on maximizing the growth of Delair-Tech business. In that perspective, your role will be to lead the management of Delair-Tech distribution network and to develop & execute the channel distribution strategy.

### Your missions

- Responsible for the revenue generated through Delair-Tech distribution network;
- Implement & manage the channel distribution sales strategy;
- Manage the team of Channel Sales managers. Ensure that each area is reaching its revenue targets and follow-up the sales activities to do so;
- Define & implement, with the CSM of each area, a joint partner planning process that develops mutual performance objectives, financial targets, and critical milestones associated with a productive partner relationship;
- Evaluates effectiveness of partner programs and improves upon them;
- Define commercial activities, marketing campaigns and field engagement at a global level to be implemented with the distributors in each region;
- Recommends product or service enhancements to improve customer satisfaction and sales potential.
- Manage directly the relationship with some key identified distributors - inspire and influence them to partner with Delair-Tech in reselling Delair-Tech products and services;
- Drive and engage Sales teams to work on and in coordination with distributors. Manage potential channel conflict with other sales channels by fostering excellent communication internally and externally, and through strict adherence to channel rules of engagement;

- Act as a coordination point and main driver for joint sales activities between Delair-Tech and Distributors;
- Generation of upsell through a close distributor's sales activities follow-up;
- Constant feedback on the market evolution and customer needs incl. main sectors evolution (ex: Geospatial, Transportation infrastructure, mining, ...);
- Identification and analysis of the competition. You realize a regular technology watch;
- Pro-actively identify and recruit new key strategic resellers;
- Active participation in the organization of international exhibitions;
- Participation in the elaboration & continuous improvement of all distributors Sales materials & tools;
- Regular reporting of the sales activities.

## The Profile

We are looking for someone having demonstrated a strong successful management of a WW network of distributors with concrete achievements ideally in a high-tech environment or familiar with any key environment for our activity and/or application and especially Geospatial, Construction/Mining or Agriculture. Knowledge about UAVs industry would be appreciated.

Since the job involves intercultural business relationships, we will take into account international professional experiences with a particular interest to the region we are targeting.

Your capacity to motivate and influence your team as well as key contacts and decision makers is also a strong need for this position.

### ATTRIBUTES

- Dynamic: You're energetic, highly motivated and able to work in a demanding environment
- Quick learner: Capable to understand the systems and our offer within a few weeks
- Autonomous: You're a team player and are also able to work individually on your own projects
- Empathic person: Capable to understand the distributors and client's needs, gain their trust and convince them to buy
- Result-driven: Capable to articulate goals and established timelines
- Manager: You're experienced in managing a team of Sales people
- Creative and reactive: Capable to solve problems and possess an appropriate sense of urgency
- Technology oriented: Enjoy working in a highly technical environment, engineering skills would be appreciated
- Persistent for the purpose of succeeding. It's all about winning the deal!

### QUALIFICATION AND SKILLS

- Education Level: Ideally post graduate with a sales/marketing degree
- 5 years' minimum experience in channel sales. International experience will be strongly appreciated.
- Languages: English and French: Fluent
- Technical knowledge: Interest in the innovation, technical environment and drone industry or remote data acquisition (aerial, satellite, others)
- Business trips: you are able to travel at least 30% of the time

