

## Job Description

Position Title.....Sales Manager, North America | Process & Safety  
Location(s).....Remote | Continental United States  
Typically Reports to.....Vice President of Sales (Process & Safety)  
Salary.....\$120-140K

### About H2scan Corporation

H2scan was founded in 2002, and is headquartered in Valencia, California. H2scan helps our customers meet safety, regulatory and process control requirements in mission critical industries such as energy, utility, petrochemical, fuels cell and gas lines. We do that by providing the most accurate, tolerant and affordable continuous hydrogen sensors for monitoring of industrial processes that generate or use H<sub>2</sub>, including transformer condition monitoring. H2scan holds 33+ patents and our products are sold in over 50 countries.

### **Job Description**

The Regional Manager is a sales role serving the Hydrogen Economy and Process and Safety customers in the assigned region. The successful candidate will sell direct to end users as well as working through channel partners. The Sales Manager will work with the Vice President of Sales (Transformer Business) and H2scan's leadership team to establish and implement sales plans and tactics for the region that align with the Company's strategy. This is a remote, individual contributor role.

The successful candidate is responsible for executing all aspects of the Sales and Funnel management processes, selling directly or through a network of third-party sellers. The Sales Manager is expected to develop and maintain relationships with key customers, channel partners and H2scan's partners & employees.

### **Essential Responsibilities**

1. Has knowledge of the business, Hydrogen Economy and Process & Safety ecosystem(s), the competition and markets, and partners with Distributors, the VP of Sales and the VP of Marketing to drive sales growth in the targeted verticals.
2. Develops and implements sales strategies and tactics in concert with the Company's strategic plan, product roadmaps, annual budget, and governance policies.
3. Executes the sales strategy in the assigned territory and delivers on the revenue goals.

H2scan is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation and gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.



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4. Analyzes data and implements corrective actions for exception conditions (e.g., budget or forecast miss) and prepares reports on progress to the H2scan leadership team.
5. Conducts sales calls and travels to new and existing customer sites as required to develop and progress market opportunities.
6. Understands the customer needs and applications, and H2scan's solutions to those needs. Presents our offering establishing value for the customer.
7. Responsible for customer and channel partner relations in the assigned territory.
8. Develops and maintains strong relationships with key customers and third-party sellers at multiple levels and across different Customer Departments.
9. Recruits, develops, and formally manages third party channel partners in the territory to ensure their business plans align with, and remains focused on H2scan's objectives.
10. Ensures the reseller teams are trained and equipped to sell H2scan's products.
11. Establishes sales KPI's for direct accounts and sales objectives and KPI's for our reseller network.
12. Develops territory forecasts and maintains an opportunity funnel in the Company CRM.
13. Participates in periodic sales and pipeline reviews and sales meetings with the VP of Sales.
14. Is customer obsessed and drives that culture into the organization.
15. Partners with H2scan employees outside of the sales function to meet revenue goals and target margins and assist in minimizing receivables.
16. Escalates customer issues when necessary to appropriate H2scan management.
17. Proactively acts on Customer Satisfaction Surveys or business review results by following up with customers to ensure H2scan is providing a gold class service.
18. Represents H2scan at appropriate customer and industry events to network and promote H2scan.
19. Looks for the best outcomes of the customer but has the ability and willingness to make decisions, popular or unpopular, in the best interests of the company.
20. Helps identify sales and marketing tools that advance sales, support tradeshow, and provide content for newsletters and press releases.

### **Essential Qualifications, Skills & Experience**

1. Bachelor's degree in engineering (or equivalent with relevant experience).
2. Good understanding of the gas analyzer (industrial) applications. Knowledge of or experience with Hydrogen sensor and analyzer applications is an advantage.
3. Experience structuring, advocating and closing industrial deals at all levels, including the C-suite.
4. Proven ability to carry and deliver against \$2M+ quotas and grow sales results year over year.
5. Good understanding of, and experience with direct sales as well as managing Sales Channels.
6. Excellent communication skills (verbal and written) and the ability to interact effectively in English.
7. The candidate must be located near a major airport and is expected to travel at least 60%.

H2scan is a growth focused company with a bias for action and wants people with a passion to win. The successful candidate must be a self-starter, have a "get-things-done" mindset, think strategically and out of the box, but act tactically and in a structured way. The candidate is expected to drive results and will put the goals of the company ahead of personal objectives.

**Benefits**

- Health Insurance benefits
- 401(k)
- Life insurance
- Family leave (paternal, maternal)
- Bonuses
- Equity/stock options
- Three weeks paid vacation
- Paid sick days
- FSA/HAS

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