

Account Manager

Reports to: Southern Minnesota Business Manager

Purpose of position:

To support cooperative's customer-owners by understanding their genetic development and reproductive performance business plans and identifying where we can help. Then, selling, delivering and supporting the sale of the dairy genetics, products, technician/reproductive services and programs by utilizing one's own knowledge and the account team working in concert with their efforts. This will then help them meet annual budget objectives in sales volume and profitability of the defined business area.

Relationships/Guiding Principles:

- Acts consistently with Employee Policy Manual
- Keeps safety of self and others in the driving and delivery of products at the forefront of daily activities
- Proactively establishes and maintains effective working team relationships with all support departments and key accounts
- Maintains, at all times, a professional image reflective of the overall Minnesota Select Sires branding objective with internal and external clients inclusive, but not limited to, dress-conversation-cleanliness-driving and decision making

Performance Criteria:

- Performance/results (meets/exceeds established business sales goals) with a tenacious focus on results with a high level of self-confidence, flexibility, integrity and honesty
- Utilizes consultative selling skills (call planning/preparation, sales call reports submitted, execution) utilizing CRM to manage the sales process
- Knowledgeable of our key products/services (genetics, technician service and additional products) and how they can help our customers
- Markets all key products/services: (demonstrated through sales/proposals efforts to sell our entire product offering) direct herd units, animal products and technician services.
- Proactive professional communications (customers/teammates) utilizing various forms of communication available (i.e. phone, CRM, text, email)
- Understands financial implications of reproductive, genetic and product decisions being recommended to customers (willing and able to discuss and demonstrate to clients how we make them more profitable)
- Trainable/coachable (willingness to learn and implement)
- Customer relationship management utilization/progress per plan (sales process management, invoicing, data collection, updating, inputting LN2 fills, team communication)
- Efficient area management (route planning, expense management)
- Team player that demonstrates willingness and demonstrated desire to help those around them be successful as well (peers, office staff, support staff, and service team).
- Accounts receivable management-on-time monthly reporting of A/R progress
- Industry relationships (respected contributor to dairy industry)
- Customer focused (in words, actions and deeds it's clear that the success of the customer and their cooperative comes before personal rewards)
- Supports business process (paperwork, responding to requests, etc.)

Position Qualifications:

- 5+ years of successful sales/marketing experience in the dairy industry
- Proven excellence in performance management of one's self
- A bachelor's or associates degree preferably in a scientific discipline
- Strong experience with reproduction and genetic programs in dairy markets expected

- Ideally understanding dairy reproductive performance involving synchronization and heat detection via observation, chalk/tail paint and electronic systems and already possessing the skills necessary to artificially inseminate cows would be beneficial
- Already understanding Dairy Comp 305 and being able to generate basic information would be a plus
- Strong understanding of dairy customer and market dynamics and how dairy producers make money
- Excellent organizational and accuracy skills, excellent oral and written communications and computer skills (Microsoft Office) and the ability to utilize these technology tools along with customer relationship management
- Valid Minnesota driver's license required
- Must be willing/able to travel daily in southern Minnesota returning home nightly
- Must be willing to live in southeast Minnesota

Compensation:

Compensation will be commensurate with the degree of qualifications met and experiences had. Salary, commission, profit share bonus, business vehicle, extensive industry and position training and strong benefits package included for self and family (as applicable).

Qualified candidates must submit cover letter detailing their interest along with resume with salary (+ commission) requirements and employment history by Friday, October 3rd, 2014 to mselect@mnss.coop. Position located in southeast Minnesota. All applicants will be given full consideration, but are not guaranteed an interview.

Our Mission:

To enhance the productivity and profitability of dairy and beef producers, Select Sires is committed to be the premier provider of highly fertile, superior genetics accompanied by effective reproductive- and herd-management products and services.

Danielle Brown

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