

Dahua Technology USA Inc. is a world-leading and advanced video surveillance solution provider. The company's product portfolios include the advanced series of front-end, back-end, display, software as well as intelligent traffic solutions. We own 442 patents, including 20 invention patents and have more than 3000 professionals in R&D, aiming to provide cutting edge products with high quality and performance. Moreover, Dahua has the 2<sup>nd</sup> largest market share according to IMS global report in 2014. We strive to always put quality and customer satisfaction first.

The Regional Sales Director is responsible for hiring, training, developing and leading a successful team that is focused on developing, recommending and implementing plans for selling products and systems. This person will play a key role driving a significant share of revenue for Dahua.

#### ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:

- Responsible for account growth; identifying and penetrating new accounts, and growing revenue;
- Up-sell and cross-sell, and consistently exceeding quarterly and annual quotas for the assigned region.
- Directs the efforts of others in the achievement of the strategic and operational objectives of the group.
- Manages the hiring, staffing and maintaining of a diverse and effective workforce
- Responsible for career development/planning, performance and pay discussions of team members
- Develops and executes sales engineering and/or complex specialist selling strategies and identifies opportunities for process improvements
- Provides technical expertise to sales organization in selecting, implementing and developing competitive product and services applications and solutions
- Coordinates customer calls and presentations as well as participate in bid and walk-through meetings with the customer as necessary

#### **Desirable Requirements**

- 7+ years' experience building and leading sales teams; ability to grow and scale upward with the company; second line management experience a plus.
- 7+ Technical competence with both Access Control and CCTV products and solutions
- Track record of consistently meeting/exceeding sales quotas personally and as a sales leader.
- Excellent leadership and influencing skills
- Ability to build strong business partnerships both outside, and within the organization.
- Skilled at business planning and diligent at measuring and communicating progress towards the plan, identifying roadblocks, and coming up with appropriate solutions.

- Experience with target account selling, solution selling, and/or consultative sales techniques;
- Highly professional persona and polished demeanor.
- Strong verbal/written communication and presentation skills; effective at delivering executive level presentations.
- Bachelor's degree; MBA a plus
- Ability to travel up to 75%