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Senior Sales Engineer--Mechanical Construction

Our company is a fast-growing, Pacific Northwest leader in full mechanical systems installation. Based in beautiful Portland, Oregon; our company is a medium-sized, locally owned, mechanical contractor that has been in operation since 1953. Our expertise includes pipe fitting, plumbing, heating, ventilation, air conditioning and sheet metal/pipe fabrication for the commercial, industrial, medical, data center and high technology industries. We use state-of-the-art CAD/BIM software tools and offer an exciting environment of design-build/design-assist spanning a diverse array of challenging projects. Our company has a demonstrated track record in the construction industry and worked with many prominent companies such as Intel, Google, Nike, Adidas, Kaiser Permanente, Legacy, Providence, OHSU, Wells Fargo and many others.

Senior Sales Engineer

Reports to: VP Business Development

Primary Accountability:

Builds relationships with clients and influencers in target markets necessary to provide the quality project opportunities that support and redeem our sales/backlog plan and our Annual Plan of Operations.

Key Accountabilities and Measures:

Maintain and improve existing client relationships in the market. Negotiate most favorable conditions of sale available in given process.

Measures: Early project detection.
 Project revenue with existing clients when compared to prior period
 Continuous flow of high quality opportunities derived from existing
 relationships
 TCM Business Development Funnel

Identify, target and systematically establish relationships with new clients that provide highest potential for growth in served markets of commercial, institutional, healthcare and industrial.

Targets Small projects: \$50-500K
Medium projects: \$500K to 2 million

Measures: Project revenue from new clients
Continuous flow of high quality opportunities derived from new relationships
TCM Business Development Funnel indicating small and medium size projects in target markets

Promotes awareness and understanding of TCM's value proposition to potential clients and influencers in targeted markets.

Measure: Perception in market of a high quality, preferred partner (by survey)

Identify new markets, product/services and other types of opportunities that provide growth for TCM.

Measure: Revenue and profit directly linked with new growth areas

Effective selling process. Specifically, identify and obtain quality (quiet) project work in target areas of the market.

Measures: Revenue and profit derived from this type of work.
TCM Business Development Funnel

Promote and position proprietary products that TCM fabrication facilities offers to optimize use of facilities as well as provide competitive advantage to TCM.

Measures: Fab facility utilization.
Number of projects incorporating proprietary products

Assists VP Business Development in creation and execution Annual Business Development Plans for TCM

Measures: Completion of plans and timely execution
TCM Business Development Funnel

Attend and influence decisions of clients in post bid meetings. Secure work through persuasive proposal to clients even when TCM price is not lowest.

Measure: Project wins.

Provide TCM with technical support capabilities during Pre Construction phase as well as during project execution.

Measure: Technical support availability and quality.

Other Accountabilities and Activities:

- Maintain strong relationships with peers--promotes teamwork
- Competitive information gathering and documentation.
- Effective CRM system management for existing and new clients.
- Monthly reporting
- Coordinate with Estimating Department in procuring projects.
- Identify new target markets and clients
- Identify employees who exhibit high levels of performance and commitment.
- Identify employees outside of TCM who exhibit high levels of performance that could be a "good fit" within our organization.
- Accountable for marketing TCM to outside and internal clients and customers through the normal course of duties and responsibilities.
- Follow all of TCM's vehicle policies as they relate to management and employees.
- Accountable for other duties as may be assigned.

Key Competencies/Skills:

- Mechanical Engineering Degree with PE Certification
- 4-6 years construction industry experience in Sales Engineer role desirable
- Construction Industry relationships with clients, GC's, and consultants desirable
- Experience in construction industry market segments including data centers, commercial, industrial and healthcare desirable
- Leed certification desirable
- Ability to interface with architects, engineers and clients to provide solutions
- Demonstrated leadership
- Strong on execution
- Tactical thinker
- Presentation skills
- Competency and understanding of construction channels and industry dynamics
- High level communication skills...re: customer relationships, presentations, etc.
- Demonstrates loyalty to our company, its management and employees.
- Actively participates in open, honest, and effective communication with all levels of TCM
- Demonstrates forthrightness, the ability to proceed straight ahead and be frank and candid with open and in-depth communication.

- Deals with issues effectively.
- Demonstrates resiliency...quickly recover from adverse issues.
- Demonstrates and display honesty, integrity and personal accountability.
- Develops strong personal relationships and hold others in our organization personally accountable for their duties and responsibilities.
- Accepts change as a necessary process for successful execution of our projects.
- Always ask for help or assistance when needed.
- Experience in sales planning and execution.

Compensation and Benefits

Base Salary Range \$75,000-95,000

Company bonus

401K Plan

Company medical, dental, vision benefits

Paid vacation policy

Cell phone

Laptop