

# GRUNDFOS JOB DESCRIPTION AND SPECIFICATIONS

Job Title: Territory Sales Engineer  
Supervisor's Title: Regional Sales Manager

No.:  
Grade: E7  
Status: Exempt

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**General Summary:** The Territory Sales Engineer's (TSE) role is to increase Grundfos' awareness at Engineering Firms/Contractors and increase market share in specific target markets, accounts, or industries; assist in the management of key accounts to secure and preserve long term purchasing agreements, and report specific business, market, and industry information. The TSE can be deployed with a specific focus on a particular customer, set of customers, market segment, product group, or industry. The TSE establishes and builds strong relationships with target decisions makers and serves as a value added resource for the Customer, Sales, and Segment. The TSE reports to a Regional Sales Manager (RSM) or District Sales Manager (DSM) and their specific focus can be adjusted from time to time as regional strategies evolve and change.

**Principal Duties and Responsibilities:**

**1. Market Share Growth:**

1. The TSE leads the sales process for their focused customers, markets, products, or industry and are directly measured on the growth their focused areas experience.
2. The TSE is expected to become highly educated in their target markets, products, and/or industries and bring added value and resource to the sales process resulting in gains in market share.
3. The TSE is expected to understand the market position of Grundfos products in their target markets and contribute to ensuring that the most advantageous price structure is put forward to maximize CTR and customer value.
4. The TSE reports to and partners with a RSM/DSM and contributes to market share research. The TSE and the RSM/DSM use this information to determine the most strategically advantageous customers, markets, products and/or industries to engage and focus on.
5. The TSE participates in global, market specific, network meetings and interfaces with key product and other management personnel from sister companies.

**2. Key Account Management:**

- A. The priority of the TSE is to call on targeted Contracting firms in the territory, to increase awareness of Grundfos, increase Grundfos being selected as a supplier, and develop early awareness of projects and contracts in the territory.
- B. The TSE develops strong relationships with key decision makers at existing and target accounts in coordination and cooperation with local sales management.
- C. The TSE conducts the appropriate level of lunch & learns, trailer events and- product training sessions to increase the contracting communities awareness of the entire Grundfos portfolio, including acquired products
- D. The TSE supports all aspects of the sales process and contributes to ensuring that Grundfos delivers a maximum value proposition to the account. (Delivery, product quality, response time, pricing, etc.)
- E. The TSE may also directly manage specific key accounts or targeted distributors as defined by the RSM/DSM.

**3. Reporting / Time Management:**

- A. **CRM Notes of Activity:** The TSE is responsible for ensuring accurate and dedicated maintenance of CRM account details when they have activity with an account.
  - B. **Expense Reporting:** The TSE is responsible for managing their expense budget in accordance with specific Grundfos policies and procedures.
  - C. **Results Reporting:** The TSE will prepare a monthly report in accordance with specific direction from their supervisor.
  - D. **Time Management:** Effectively utilize the Outlook calendar function for Time Management & Organization (TMO) and meet all deadlines.
  - E. **Other:** Additional reports may be required from time to time.
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## Education and Experience:

**Education and Experience:** Bachelors of Science Degree in Engineering required. Plus, 3-5+ years of Industrial, Commercial, Municipal, and OEM sales or equivalent experience. Professional Engineering license is a plus.

## Required Knowledge, Skills and Abilities:

1. Ability to communicate effectively in both oral and written formats and to various levels of customer and management audiences.
2. Understanding of profit and loss accounting and the basic flow of revenue in an organization.
3. Ability to start with "the end in mind", then work backwards to develop strategies, action plans, and goal measurements
4. Demonstrated knowledge of pumps and pumping systems including electronically controlled pump systems for the target markets to which they are assigned.
5. Professional sales skills to the "trainer" or "mentor" level with knowledge and ability to apply PDJA instructed principles and concepts. Strong negotiation skills a must!
6. Ability to make business presentations at all levels of management and to various sizes of audiences.
7. Excellent PC skills with above average knowledge and use of Microsoft Office application programs (Word, Excel, and PowerPoint) as well as strong aptitude for learning and applying new systems and programs.
8. Be open to and manage change.
9. Ability to travel including overnights and weekends.
10. Must possess a valid driver's license and maintain a good driving record. Must retain a valid U.S. Passport.

## Additional Requirements:

### TEAM MEMBER:

It is the defined responsibility of the TSE to work with the Business Unit Leadership Team and Regional Sales Team members to foster open dialogue, develop a team environment and culture, and create a strong morale and spirit within the team; promoting the sharing of wins, successes and challenges.

### SOCIETY:

The TSE will support the Grundfos objective of being a socially responsible company by participating in company sponsored events and activities that support this cause. In addition, the NAM is encouraged to identify and support/participate in similar socially responsible programs, events and activities, with guidance and approval from their Manager.

It is the responsibility of the TSE to always present themselves in their role and in society in a manner consistent with the Grundfos Brand, including; maintaining personal appearance, vehicle cleanliness and condition, Grundfos office cleanliness, and follow customer entertainment guidelines. As a leader within the organization, it is expected that the NAM will set the example for their subordinates and be accountable to ensure a consistent brand image for their team.

### PERSONAL DEVELOPMENT:

**Using the Employee Development Dialogue (EDD) process the TSE will identify and document their personal development short term and long term growth objectives and in conjunction with their manager, measure their progress to achieving these objectives on an annual basis.**

Manager's Approval:

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DATE

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ADA Review:

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Human Resource Approval:

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