

Director of Sales and Operations (North Phoenix - Loop 101 & Cave Creek Rd)

Compensation Range: \$100,000 to \$130,000 annually to include combined annual salary, monthly bonus and possible profit sharing

For over 15 years Arizona Turf Masters has successfully expanded its residential and commercial installation business valley wide.

We have grown by providing clients with creative design and professional installation coupled with the most competitive pricing and unparalleled customer service. Arizona Turf Masters specializes in the design and installation of synthetic grass applications. Whether indoor or outdoor, we are the experts in landscapes, pet applications, sports fields, indoor training facilities, rooftop applications, putting greens or any area where natural grass is difficult to grow or maintain.

Arizona Turf Masters is seeking a skilled leader to fill an immediate opening for Director of Sales and Operations in our fast-paced, physically active environment.

This position is responsible for:

- Leadership, direction, and management of our sales team, support staff, installation crews and subcontractors
- Regularly evaluate the sales and operational processes with an eye toward developing and implementing a proactive plan of action
- Prepare and provide weekly/monthly/annual Key Performance Indicator reports to the owner team
- Represent the company to customers and contractors at tradeshow. Most trade shows are local; however, a few require out-of-state travel.
- Ongoing collaboration with our sister company The Synthetic Grass Store on operational policies and procedures
- Support, train and assist the sales team with managing existing customers and contractor relationships, along with fostering new business relationships
- Increase sales and profit margins
- Hiring, training & staff development; along with position evaluations and corrective assessments as needed.

The ideal candidate should possess:

- 7+ years of proven operational management experience
- 5+ years of proven outside sales management. Sales department restructuring a big plus.
- College degree in business related field; extensive experience in lieu of degree acceptable, MBA preferred but not required
- Experience in construction or contracting-related fields is a plus
- Ability to motivate, lead and train an exceptional sales/customer service driven team by understanding their goals to help them achieve success
- Proficient with Microsoft Office Suite - Excel, Word, Outlook, and PowerPoint.
- Highly effective organizational skills in all areas; time management, staff coordination, scheduling, material inventory, etc.
- A determined self-starter mentality with strong initiative. The skill set to constantly prioritize tasks and then make decisions in a timely manner balancing time, cost and manpower
- Interviewing skills to hire outstanding team members
- Strong customer service skills to provide knowledgeable information regarding product details, billing, payments, and to handle escalated customer service-related issues
- Strong oral and written communication skills with proofreading and editing abilities
- Professional demeanor with a strong work ethic
- QuickBooks experience is preferred
- Experience with blueprint or design layout helpful but not necessary
- Own reliable transportation. The position is an office-based job, however, there will be occasional in-state travel between various offices/warehouses and sites • Drug-free with a clean background

Hiring Organization: Turf Masters LLC

Position: Director of Sales and Operations

Location: 2906 E. Union Hills Dr. Phoenix, AZ 85050.

Shift: Monday - Friday with occasional weekends as needed Pay range: \$100,000 to \$130,000 DOE including annual salary, monthly bonus and profit sharing

Paid Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Day other holidays at company discretion.

Paid Time Off (PTO): 80 hours per year

Health Benefits: Medical & dental, 401k with matching funds, EAP Selected candidate will agree to E-Verify, reference checks, background checks and drug test

Qualified applicant should submit their resumes with "Director of Sales and Operations" in the subject line.

Cover letters are strongly encouraged along with reviewing our websites www.azturfmasters.com and www.SyntheticGrassStore.com

Our current Director is retiring at the beginning of the 2023 and will help train and transition this position. We are looking to fill the position mid-October.