



## **Job Title: Retail Sales Manager**

Jones Soda Co. is a Seattle-based premium beverage company whose brands include Jones Soda, 24C, Jones Naturals, Jones Energy, Jones Organics and WhoopAss. A leader in the premium soda category, Jones is known for its innovative labeling technique that incorporates always-changing photos sent in from consumers. Jones is renowned for its guerilla marketing techniques; popping up in creative places just to get soda into the hands of Jones fans. Jones is also known for creating unique flavors like Turkey & Gravy and Smoked Salmon along with all-time favorites, Blue Bubble Gum and Green Apple. Jones Soda is sold through beverage retailers and everywhere you'd never expect to find a soda.

### **Primary Function**

Direct supervision of Retail Sales Representatives. Direct activities of retail-focused sales personnel in assigned geography to effectively execute sales goals relative to distribution, pricing, point-of-sale, promotional activity, and quality merchandising. Effectively motivate, coach and develop individuals on the team to ensure the exceptional performance management.

### **Essential Functions**

Lead, motivate and develop a team of 8-10 direct reports to achieve sales, distribution, merchandising and share goals.

Effectively implement the company's staffing, training, and performance management models to hire, train and develop employees.

Provide direction and monitor retail activities through field work time, field coach reports and sales of reports.

Ensure company policies and procedures are followed in all sales and leader responsibilities.

Develop wider, higher account penetration within direct and retail accounts.

### **Core Competencies**

**Delivers Results:** Focuses on the critical few objectives that add the most value and channels own and others' energy to consistently deliver results that meet or exceed expectations.

**Develops and Inspires Others:** Builds and maintains relationships that motivate, guide, and/or reinforce the performance of others toward goal accomplishments. Develops self and others to improve performance in current role and to prepare for future roles; seeks and provides feedback and coaching to enhance performance.

**Drives Innovative Business Improvements:** Develops new insights into solutions that result in organizational improvements; promotes a work environment that fosters creative thinking, innovation and rational risk-taking.

**Imports and Exports Good Ideas:** Relentlessly seeks shares and adopts ideas and best practices in and outside the company and embraces change introduced by others.

Lives the Values: Demonstrates the values of the Jones Soda Company through words, actions, and by example; fosters an environment that reflects the values of the company.

**Minimum qualifications:**

Bachelors Degree

Sales Management experience preferred, Strong Leadership skills

Excellent coaching skills

Demonstrated planning, organizational and execution skills

Valid driver's license, in good standing

Candidates must be authorized to work in the US without sponsorship.

All applicants must submit a cover letter and resume.

Qualified applicants may apply via [www.jonessoda.com](http://www.jonessoda.com) or by submitting a resume directly to [jobs@jonessoda.com](mailto:jobs@jonessoda.com). The subject line of the email must read: Retail Sales Manager – Seattle.

No hard copies accepted.

Come Run with the Little Guy!