



## Job Description

### Job Title

Regional Sales Manager

### Location

Based in greater Boston, MA

### Travel

Up to 75% in assigned region, some national trade shows outside territory

### Company Overview

XL Hybrids is an exciting, high-growth hybrid vehicle technology company founded by MIT alumni. We have developed cutting-edge technology to reduce fuel consumption and to generate a compelling return on investment for fleet customers. We are an ambitious and small, but rapidly growing team with a state-of-the-art engineering facility based in Boston. We are looking for high-energy, creative, and ambitious people to join our sales team. Candidates must be able to work full time in the greater Boston area.

We offer a competitive salary, meaningful stock ownership, 401K, health benefits, a fun work environment and the opportunity to enter a high-growth startup company. We are recruiting candidates who have demonstrated leadership and excellence throughout their careers and are excited by the prospect of tackling sales in a new market within a large industry.

### Position Description

XL Hybrids has an immediate opening for a Regional Sales Manager based in Greater Boston, MA with at least five (5) years of sales experience to report to the Director of Sales. The Regional Sales Manager will have in-depth knowledge of the commercial fleet industry and a proven, successful track record of closing consultative sales of technology solution products. This person will be focused on closing new sales in the western United States. This role may require significant travel inside the sales territory.

### Key Responsibilities

- Closing \$M's in quarterly commercial sales of XL Hybrids' released products and services
- Prospecting, cold-calling and converting leads into profitable business relationships.
- Developing personal customer relationships while employing XL's consultative sales process.
- Analyzing customer fleet data to understand a company's fleet management needs.
- Using tools like payback calculators and on-road data to sell XL's technology solution product.
- Preparing and presenting financial and sales proposals and presentations.
- Leveraging existing relationships to quickly penetrate the market with retrofit opportunities.
- Recommending potential new products to improve sales potential.
- Conducting customer "ride and drive" vehicle demonstrations.
- Participating in industry trade shows and events.
- Maintaining and continuously updating the company sales pipeline database/CRM system with all customer and potential customer interactions.
- Contributing to team effort by accomplishing related tasks as needed and assigned.

**Required Qualifications/Skills/Education**

- The successful candidate must have significant experience in developing high-quality customer relationships, closing high-value technology and/or solution sales while meeting and exceeding sales quotas.
- Candidates must possess a minimum of five years of relevant work experience, at least three of which involve direct business-to-business sales.
- Understanding of return on investment (ROI) and total cost of ownership (TCO) analyses.
- Ideal candidates will have high technical, automotive aptitude and advanced knowledge of industry sustainability regulations and requirements.
- Strong ability to use Microsoft Office – especially Excel spreadsheets – CRM, email programs and the internet.

**Additional Qualifications/Skills/Education**

- Technical aptitude and understanding of automotive drivetrains.
  - Ability to generate and close own leads, through website searches, industry networking events and referrals.
  - Candidates with four-year engineering degrees as well as candidates with experience selling solutions into fleets are preferred.
  - This customer-facing individual should be a confident and professional self-starter, a good listener, comfortable interfacing with senior level leadership, aggressive in finding and closing business, focused on meeting the customer's needs, and work well within a team of sales managers in a rapidly growing business.
-