



XL Hybrids, Inc.
145 Newton Street
Boston, MA 02135

About XL:

CO2 emissions from transportation recently surpassed the power sector as the largest source of greenhouse gas emissions in the United States. Fleet vehicles account for over 25% of these emissions yet account for only ~5% of the vehicles on the road.

XL is a pioneering developer of hybrid electric and plug-in powertrains that reduce oil consumption while also providing a good financial return. Our systems are available on Ford, GM, and Isuzu vehicles, and we sell to the largest fleets in the world such as Verizon, FedEx and Pepsi.

Our fleet-ready™ electrification systems deliver cost-effective solutions that enables commercial and municipal fleets to quickly and efficiently reduce transportation fuel consumption, lower operating costs, and measure performance to meet corporate sustainability goals.

Founded by alumni of the Massachusetts Institute of Technology, we are an ambitious and rapidly growing team, with a state-of-the-art engineering facility in Boston. We are rapidly deploying our technology and are looking for high-energy, creative, and ambitious people to join our team.

At XL we offer a competitive salary, meaningful stock ownership, 401K, health benefits. Additionally, we offer a fun work environment and the opportunity to enter a high-growth startup company. We are looking for candidates who have demonstrated leadership and excellence throughout their careers but are also excited about the prospect of creating positive change for our environment through the transformation of the fleet vehicle industry.

Job Title: Regional Sales Manager

XL has an immediate opening for a Regional Sales Manager, Canada based in the Greater Toronto region with at least seven (7) years of sales experience to report to the Director of Sales. The Regional Sales Manager, Canada 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 Canada. This role will require travel inside the sales territory.

Responsibilities:

- Closing \$M's in quarterly commercial sales of XL released vehicle electrification (HEV and PHEV) 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.

The ideal candidate will have:

- Significant experience in developing high-quality customer relationships, closing high-value technology and/or solution sales while meeting and exceeding sales quotas.
- Ability to generate and close own leads, through website searches, industry networking events and referrals.
- A minimum of seven (7) years of relevant work experience, specifically direct business-to-business sales.
- Understanding of return on investment (ROI) and total cost of ownership (TCO) analyses.
- High technical, automotive aptitude and advanced knowledge of industry sustainability regulations and requirements.
- Excellent writing and presentation skills.
- Resourceful networking skills.
- Significant experience with Salesforce, or similar CRM.
- Strong ability to use Excel and PowerPoint.
- Technical aptitude and understanding of automotive drivetrains, a plus.
- Experience selling solutions into fleets are preferred, a plus.
- 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.

Contact: Please send your resume to careers 'at' xlfleet.com with “Regional Sales Manager (Canada)” in the subject heading.