



Job Description: Director of Global Sales

About Kahtoola

Kahtoola is an outdoor equipment design and manufacturing company with a history of product innovation and excellence. Headquartered in the beautiful mountain town of Flagstaff, AZ, all our Associates work closely as a team to best address the opportunities and challenges of growing our business.

Founded in 1999, Kahtoola is a market leader in winter traction gear and gaiters, and is positioned for strong growth in other outdoor product categories. In addition to making high-quality products, we actively support social and environmental responsibility, foster strong community relationships, and inspire outdoor adventure. As Associates, we are a company of quality aficionados who love great gear and getting outside. We work hard to take on business challenges together while enjoying a supportive, fun, and casual work environment.

Job Description

In this year-round full-time role, you will work in tandem with other Sales Associates to service and grow our US and International accounts and cultivate future growth opportunities. You will be responsible for communicating our brand, company, and product offering to new and existing customers directly, and through collaboration with other Associates and Sales Reps. This includes strategically positioning Kahtoola for success while building positive relationships, addressing questions and concerns, and collecting orders.

In order to help achieve overall business success, you will actively contribute to the overall brand, product development, marketing, and sales strategies, and participate in periodic reviews of financial and business performance. This role is an integral part of the Kahtoola team and must be undertaken with an emphasis on open communication and collaboration with all Associates.

Job Responsibilities

- Collaboratively develop and implement Kahtoola's global sales strategy by working in tandem with the full Kahtoola Sales team, and internal and external resources.
- Ensure all Global regions are well-served between Kahtoola's US- and EU-based Sales Associates for House accounts, Rep accounts, and Distributors.
- Collaborate with other Sales Associates to recruit, train, and effectively manage Kahtoola's US and Canadian Sales Reps.
- Strategically grow sales with a focus on Kahtoola's core values and developing long-term sales relationships.

- In tandem with fellow Sales Associates, maintain Kahtoola's established standards of excellent service and support for all customers.
- Collaborate with other Sales, Marketing, and Logistics Associates to ensure consistent and effective overall global operations, striving for synchronicity, efficiency, and environmental sustainability.
- Provide regular global sales and sales rep commissions reports; track progress compared to forecasts.
- Partner holistically and progressively with Design and Marketing teams on global strategy, execution, and demand creation opportunities.
- Participate in product development and testing activities.
- Participate in company events (trade shows, sponsored events, fundraisers, etc).

Required Job Qualifications

- Minimum 5 years (10 years preferred) experience and demonstrated success in growing sales while building brand equity in the Outdoor Industry.
- Bachelor's degree related to business or marketing is a plus.
- Ability to travel up to 25% of the time, both domestically and internationally.
- Demonstrated ability to motivate and lead sales rep teams.
- Experience with advanced accounting systems and financial reporting.

Kahtoola is committed to a drug-free workplace. All employment is contingent upon successful completion of a background screening. Kahtoola requires all applicants to be eligible to work in the US.