



START SHAPING YOUR FUTURE WITH RENIN AND MAKE AN IMPACT AND CONTRIBUTION TO TRANSFORMING A SALES ORGANIZATION

Position Title: Account Manager, Co-op Hardware Channel

The Career Opportunity

Renin is looking for a results-driven, motivated, and analytic-style seller who can take Renin's business to the next level of profitable growth with various assigned accounts in the co-op hardware channel in North America. The ideal candidate will be an experienced, dedicated, versatile, business-savvy, aggressive, and professional individual who will work "hard and smart" to make an immediate and lasting impact on Renin's business results.

General Responsibilities

The individual will be responsible for the day-to-day professional management of the strategic selling function, business relationships, product listings, merchandising, display, marketing, promotion, and logistics for all of Renin's relevant and applicable product lines to various pre-assigned accounts in the co-op hardware channel (e.g. Ace, True Value, Do-it-Best, Orgill, and Home Hardware).

The individual will be responsible for achieving increased distribution and market share gains and attaining the pre-approved annual gross sales revenue and gross profit targets.

Primary Responsibilities

- Achieve annual sales and profit targets and expand viable listings with assigned accounts.
- Be responsible for utilizing and adhering to Renin's proprietary **Forensic Selling®** sales process methodology, all customer/account management practices, and the proper implementation and ongoing use of all required sales process support tools (including Membrain CRM software) to achieve desired results.
- Write, present, and gain approval for the annual internal sales business plan for the assigned channel/accounts by utilizing the provided and pre-approved Renin business plan template.
- Develop in-depth quarterly sales, merchandising, and product assortment plans, as well as executional strategies and tactics for the assigned accounts.
- Develop and continually foster positive business relationships with all relevant senior executives, merchants, merchandising assistants, buyers, analysts, and cross-functional staff within the assigned account base.
- Properly and effectively manage any account-specific product line item review processes within the assigned accounts in order to attain desirable outcomes for Renin.
- Contact and manage the required levels of management within the assigned accounts to schedule appointments and/or meetings to conduct needs assessments, present capability presentations and price- or solution-based business proposals, and negotiate product listings, volumes, promotions, pricing, terms, and conditions in order to achieve annual gross sales revenue and gross profit margin targets.
- Achieve and maintain a working knowledge of Renin's full product line, services, marketing programs and strategies, product ordering, warehousing, and operations and logistics procedures, as well as any product return policies.
- Develop and maintain a solid working knowledge of account-specific POS reporting systems in order to optimize business results for Renin.
- Effectively plan, manage, and successfully execute all semi-annual booking/trade shows.

- Identify, propose, and manage appropriate new product listings, pricing strategies, sales programs, and promotional activities in order to fully optimize business results within the assigned accounts.
- Design and utilize the necessary internal reports to analyze results and make the necessary adjustments to listings and sales/marketing programs as may be required.
- Develop and implement “space-to sales-management” processes and procedures.
- Conduct national or regional in-store market research and a competitive analysis in order to fully understand how to properly and effectively position and differentiate Renin’s product lines.
- Conduct ongoing research to maintain an excellent knowledge of the major competitive product lines, including their features, benefits, and pricing, as well as their marketing and merchandising initiatives.
- Work effectively with and build productive rapport with Renin’s internal marketing and cross-functional team members such as manufacturing, operations, supply chain, finance, accounting, customer service, and order entry.
- Attend and fully participate in any required Renin product training, sales and negotiating educational programs, sales meetings, and/or industry trade shows, and/or conference calls.
- Perform other duties as may be assigned and/or requested by Renin Canada Corporation.

Desired Qualifications, Characteristics, Experience, and Skills

The ideal individual should possess the following:

- 2 to 5 years of “hands-on” experience selling to accounts in the hardware co-op channel
- A university degree or college diploma (preferably in Business)
- An established “track record” of achievement of quantifiable, year-over-year business result improvements would be an asset
- A highly motivated and results-oriented attitude
- A persistent “farmer” mentality when managing current business and potential new business development opportunities
- Ability to learn quickly in order to gain a full understanding of Renin’s product line features, benefits, and technical differentiators versus those of the competition
- Strong creative, problem-solving, financial analysis, and administrative skills
- Effective organizational, time management, planning, and priority-setting skills
- Excellent written and oral communication skills
- Solid interpersonal and presentation skills
- Ability to work independently without close supervision
- Excellent working knowledge of Microsoft Word, Excel, PowerPoint presentation software (Renin operates in a Windows PC-based environment.)
- Internet-based research, intelligence gathering, and analytical skills
- Experience in the millwork, home décor, and/or building product categories would be an asset

Reporting Relationship

The candidate will initially report directly to the Chief Sales Officer (CSO), Renin Canada Corporation.

Position Location

The individual would need to work from Renin’s corporate offices located in Brampton, Ontario. Periodic travel each month will be required to visit various account buying/merchandising offices and manage buying/trade shows in several major cities in North America, retail stores and/or regional offices.

Compensation, Benefits, and Travel Expense Reimbursement

Renin Canada Corporation provides a competitive performance-based compensation program that includes salary, a performance-based bonus, reimbursement for approved travel expenses, and access to a comprehensive company-funded benefit program. Compensation will be based on the candidate's qualifications, experience, and quantifiable accomplishments and results.

Vacation

The individual will be entitled to receive two weeks of paid vacation. After the completion of five years of service, the individual will be entitled to receive three weeks of paid vacation.

Performance Review and Assessment

There will be an annual performance review and assessment completed in March/April of each calendar year that will coincide with the completion and reconciliation of Renin's corporate December fiscal year-end.

Company Overview

Renin Canada Corporation, which includes Renin Canada Corporation, is a multimillion-dollar business, with its head office located in Brampton, Ontario, Canada. Renin is an innovative manufacturer of door systems and hardware for the retail, commercial, OEM door manufacturer, and door fabricator channels. The company also manufactures and distributes sliding bi-pass and bi-fold closet doors, room dividers, fabricated glass, and decorative mirrors to the residential construction and remodelling markets.

Renin's vision is to design, develop, and manufacture products through innovation and manufacturing expertise, with a strong focus on providing superior and profitable solutions to its global customers and functional products to end user consumers. Renin manufactures its product lines under a variety of brand names, including ACME, ERIAS, and JJ Home Products. Renin has manufacturing and distribution centres located in Brampton, Ontario, Canada, and Tupelo, Mississippi, United States.

Application Process

Please submit a tailored cover letter and a PDF file of an up-to-date résumé addressed to the attention of the Chief Sales Officer, Renin Corporation, 110 Walker Drive, Brampton, Ontario L6T 4H6, to the following e-mail address: [**salescareers@renincorp.com**](mailto:salescareers@renincorp.com)

Only qualified candidates will be contacted for followup. Prospective candidates and/or third-party recruiting firms should not attempt to contact individuals within Renin Canada Corporation and/or Renin US LLC directly; doing so will automatically disqualify individuals from the search process.

Note: Renin Canada Corporation and Renin Canada Corporation are Equal Opportunity Employers. Because we are committed to diversity in the workplace, we encourage fully qualified diverse candidates to apply. Renin Canada Corporation and Renin USA LLC do not discriminate against any candidate on the basis of race, gender, disability, religion, national origin, age, or any other protected category.