



Sales Manager - Ben Kinney Sales Team

[This is a full-time position in Bellingham, WA office. Please do not apply if you are planning to work remotely.]

Role and Purpose:

Working with the CEO, this person will set aggressive sales volume, unit, and profitability goals. The Sales Manager continuously demonstrates the principles of “Extreme Ownership”¹ to achieve these goals.

Duties and Responsibilities:

- Embody company culture and promote the company's mission, vision, and values
- Understand the goals and aspirations of individual brokers and commit to helping them in a cohesive team setting
- Recruit high-performing sales agents
- Train new sales agents to ensure success
- Manage day-to-day performance of all sales agents
- Track sales team metrics and report data to leadership on a regular basis
- Develop and implement new sales initiatives, strategies, and programs
- Motivate sales agents and instill within them a sense of purpose, urgency, and ownership
- Consult with team members to uncover their goals, coach them on the actions necessary to achieve those goals, and then hold them accountable
- Lead and schedule weekly and/or monthly team meetings with sales team and individual brokers
- Develop, implement, and maintain a training programs for each sales role
- Implement productivity events and the team training calendar
- Communicate regularly with company leadership
- Work with Marketing to develop successful sales and marketing events
- Work with Finance in the development and variance analysis of sales budgets and forecasts
- Innovate, problem solve, and take ownership of every aspect of the Sale Manager's role
- Build, refine, and improve the systems and processes used by the team.
- Create a culture of high accountability for buyer and seller leads, and for the successful closing of listing properties
- Other tasks as required

¹ [“Extreme Ownership, How U.S. Navy Seals Lead and Win”](#) by Jocko Willink and Leif Babin

Skills and Competencies:

- Strong organizational skills and the ability to prioritize workload in order to stay on schedule, and meet tight deadlines in a fast-paced and dynamic work environment
- Excellent analytical and problem-solving skills
- Attention to details and excellent record keeping
- Team player that can effectively collaborate with other teams in the organization
- High level of interpersonal skills with demonstrated poise, tact and diplomacy
- Highly proficient level of professional skill and/or knowledge in sales. Stays current with thought leaders in sales strategy and tactics
- Excellent communication skills, written and verbal, with the ability to clearly communicate issues to all levels of management
- Knowledge and ability to use applicable information technology and systems to meet work needs

Qualifications:

- At least 3 years of successful real estate sales experience.
- Licensed in Washington State.
- A track record of success in four broad categories: commitment to results, business judgment, leading change, and motivating a diverse team of professionals