



Job Title: Sales Manager
Reports to: VP of Sales
Status: Full-time, Exempt

Department: Sales
Effective Date: Q2 2026
Location: Eden Prairie, MN (onsite)

Summary:

Responsible for leading, developing, and driving the performance of the sales team to grow revenue and expand customer relationships.

Essential Functions:

- Responsible for modeling our core values.
- Provide LMA for a team of Account Managers to achieve individual and company sales goals.
- Provide validation and support of cost savings initiatives for team of Account Managers.
- Establish and execute sales strategies aligned with company objectives and customer needs.
- Collaborate with internal operations teams, including consistent use of CRM tools and adherence to established sales processes.
- Monitor sales performance metrics, pipeline activity, forecasts, and provide consistent status updates to the leadership team.
- Participate in key customer meetings, business reviews, negotiations, and strategic account planning.
- Maintain knowledge on current industry trends, competitive landscape, and Replenex offerings to maintain market relevance
- Other duties as assigned.

Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

Competencies:

- Excellent communication, negotiation, and relationship building abilities.
- Proficiency with CRM systems and Microsoft Office tools.
- Proven track record of meeting or exceeding sales targets.
- Strong leadership, coaching, and performance management skills.
- Solid understanding of pricing strategies, margin management, and contract negotiation.
- Valid driver's license.

Supervisory Responsibilities:

- Yes, direct LMA
- Direct involvement in hiring and training.

Education and Experience:

- Bachelor's degree in business, Sales, Marketing, or related field, or equivalent work experience.
- 5+ years of B2B sales experience, preferably within industrial supply, distribution, manufacturing, or related industries.
- 2+ years of sales leadership or supervisory experience managing multi-territory or multi-location sales teams.
- Experience selling industrial products such as MRO supplies, machining, safety products.

Work Environment:

- Prolonged periods of sitting at a desk and working on a computer.
- Frequent sitting, standing, walking, repetitive movements, speaking, and occasional carrying and stooping.
- Must be able to lift up to 60 pounds at times.
- Normal hazards associated with manufacturing and warehouse facilities.
- Normal hazards associated with driving.

Travel Required:

- Primarily office based with regular field visits.
- Frequent driving to customer locations.

Other Duties:

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

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