

## Job Overview

We are searching for high-energy Inside-Outside Sales Representatives who can recognize opportunities and turn leads into long-lasting partnerships. With their extensive product knowledge and understanding of industry trends, Inside-Outside Sales Representative will communicate with current clients and prospects, understand their individual needs, and recommend products or services that maximize value.

You will be responsible for managing a geographical territory and proactively reaching out to ensure client satisfaction/retention while continuously hunting and closing new business. The ideal candidate has a history of bringing on new business and hitting sales quotas, and loves the challenges that come with outbound prospecting in a competitive market. Promotional Products Industry experience (i.e. ASI, PPAI, SAGE) is required.

## Responsibilities for Inside-Outside Sales Representative

- Unearth new sales opportunities through outbound calls, virtual meetings, as well as in person meetings and turn them into long term partnerships
- Create and deliver high-impact sales presentations by phone, web and in person.
- Utilize solution-selling techniques to effectively guide sales process to close
- Provide professional after-sales support to enhance the customers' dedication
- Remain in frequent contact with the clients in your responsibility to understand their needs
- Contribute to our broader sales organization that values learning from each other and sharing ideas
- Staying current on company offerings and industry trends
- Travel within the territory is required, 25%

## Qualifications for Inside-Outside Sales Representative

- Proven experience as an Inside-Outside Sales Representative, or in other sales/customer service role
- Demonstrated success in building customer relationships at all levels within an organization
- Proven track record of exceeding sales goals.
- Clear understanding and proven execution of sales techniques and methods
- The ability to work individually and collaborate within a team environment to achieve set goals
- Outstanding knowledge of MS Office and CRM
- Excellent presentations and sales organization skills, attention to detail, and customer focus.
- Enthusiastic and passionate
- BS or BA in business administration, sales or marketing
- 3 or more years of experience in the Promotional Products Industry

## Why Work With Us

We know that there are plenty of jobs out there to choose from, but we hope you'll choose Crystal D. Why work with us? Here are a few reasons.

- **Experience** – we have 30 years of experience in the promotional industry and have helped make memories for thousands of events and programs. It's fun to come to work and see our beautiful awards being used across the globe and realizing we made it happen.
- **Purpose** - We want all employees to feel and say:
  - *I know my purpose (head)*
  - *I know I make a difference (head)*
  - *I know I matter (heart)*
  - *I know I am winning (head and heart)*
  - *I am proud (heart)*
- **Flexibility** – We believe in work-life balance, including PTO, holiday pay, floating holidays, and paid time off for school events and conferences. Life is never a straight line which is why we adapt to your life when needed.
- **Growth & Education** – We are not a status quo company or team. We love challenges that lead to growth and advancement. Whether you are just starting out in your career or already a master at your trade, Crystal D wants to support you! We offer financial assistance for classes and courses to improve your professional and personal growth.
- **Recognition** – We believe the customer experience should never exceed the employee experience. We invest in our employees with the same tenacity and drive as we do with our customers. Employees feel recognized and valued with our annual recognition events and special touches throughout the year, such as free swag, company-paid lunches, giveaways, and more! We also have a bonus program that puts extra money in your pocket when we meet our goals.
- **Fun** – We believe in working hard, but we also believe in having fun. Memory Makers participate in company-paid events such as community outreach, employee recognition events, golf outings, BBQs, holiday parties, potlucks, and other team-building activities.

## Benefits:

- **Weekly Pay**
- **Paid Holidays**
- **Paid Time Off**
- **401(k) match**
- **Dental Insurance**
- **Employee assistance program**
- **Employee discount**
- **Flexible spending account**
- **Health insurance**

- **Life insurance**
- **Tuition reimbursement**
- **MANY Company events**
- **Paid Volunteer Activities**

**Supplemental Pay:**

- **Company quarterly bonus**

**ABOUT CRYSTAL D:**

“We Turn Emotions into Memories” by serving our customers through an “Incredible Customer Experience” (ICE).

Crystal D is an award-winning supplier of recognition awards to distributors of the promotional products industry. We’ve been in business for 28 years and our mission is “To be the First Choice for crystal awards and gifts. We call our employees “Memory Makers” because that’s truly what they do.

We are consistently recognized as a leader in our industry and have received frequent awards including Supplier of the Year and Best Place to Work.

We have a tremendous amount of pride in the work that we do and it all stems from our no-nonsense, traditional Value Statements that shape our unique and distinctive culture.

If you can wholeheartedly say that you share our below values, we want to hire you. If not, that’s ok, but please don’t apply.

**Crystal D Core Values**

I do what I say I will do. You understand how to play to win with moral soundness. You keep commitments and do what’s necessary to reach goals.

I have an unyielding persistence to improve. You know what it means to sweat the details and are continually looking for ways to improve.

I live by the Golden Rule. I treat people the way you want to be treated.

I have the burning desire to achieve in all you do. You don’t give up and always pursue a positive solution.

I am committed to the ongoing viability of the company. You share our values and work to the best of your abilities. You don’t quit when times get tough, but you persevere.

You also must possess these qualities to be one of our Memory Makers: grit, loyalty, tenacity, and excellent communication skills.

For more information about us to help you determine if you are a good fit for Crystal D, go to our website: <https://www.crystal-d.com>

Job Type: Full-time

Salary: DOQ (Depending on Qualifications)

Schedule:

- Day Shift
- Monday to Friday

Supplemental pay types:

- Bonus pay

Experience:

- Promotional Product Sales: 1 year (Preferred)