

**POSITION:** Freight Brokerage Sales Manager  
**COMPANY:** PartnerShip  
**LOCATION:** Westlake, OH 44145

**POSITION SUMMARY:**

The Freight Brokerage Sales Manager will lead the assigned sales team to ensure maximum sales productivity, sales volume and profitability to increase strategic revenue for PartnerShip's truckload and less-than-truckload (LTL) services. This position will be responsible for managing a team of inside sales representatives with a focus on business development strategy and performance leadership.

**ESSENTIAL FUNCTIONS:**

- Assist in the recruitment and hiring of inside sales representatives to meet or maintain staffing requirements.
- Manage inside sales representatives through daily training, coaching, employee development, goal setting and accountability.
- Based on PartnerShip's strategic priorities, provide expectations, direction, training, coaching and metrics to ensure sales representatives meet goals and objectives.
- Provide side-by-side coaching sessions and performance driven individual meetings to ensure that established objectives are met. Assist sales representatives in finding and attaining new business.
- Continually drive improvements in the sales process and department to increase the effectiveness and efficiency.
- Develop and execute a defined business plan for the sales team.
- Develop and implement sales campaigns to take advantage of market opportunities.
- Serve as a liaison and escalation contact between the truckload sales department and other departments (truckload operations, accounting, claims, etc).
- Updates job knowledge by participating in educational opportunities and reading professional publications.
- Perform other duties as assigned.

**EXPERIENCE, KNOWLEDGE AND SKILLS:**

**Required**

- Bachelor's degree in a business related field and 2 years' experience in a sales-focused role in a freight brokerage or carrier environment or 4 years' experience in a sales-focused role in a freight brokerage or carrier environment.
- Previous management experience.
- Ability to understand the business strategy and goals to execute key duties and responsibilities to meet company goals and objectives.
- Must be results-driven, and have the ability to motivate sales teams, plan strategically, delegate responsibly, and deliver consistent top-line growth.
- Positive attitude with excellent verbal and written communication skills
- Strong organizational skills and attention to detail
- Must be able to prioritize, multi-task, and manage time effectively
- Assertive, driven, and enthusiastic individual with strong work ethic

- Must have ability to identify and resolve issues and maintain positive employee and customer relations
- Proficiency with personal computers, including Word, Excel, internet and social media.
- Ability to travel by all modes of transportation on short notice to meet with customers (5% or less annually),
- Ability to work more than 40 hours per week as needed.

**Desired**

- Two years' management experience in truckload transportation sales.

**COMPLEXITY OF DUTIES:**

Understand the operations and services of transportation companies and how services will impact our customers.

Business analysis experience (including implementation, tracking, problem resolution and reporting)

**CONTACT WITH OTHERS:**

Interacts with all departments and senior management on a daily basis.

**SUPERVISION:**

Lead and manage a staff of inside sales representatives within the truckload sales and LTL departments.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.