



HVAC Sales Manager

- Medford, MA
- Full Time
- Heating and Cooling
- Mid Level

[SHARE](#)

At HomeWorks Energy, our mission is simple: “Energy Efficiency, Simplified”. In order to help make homes smarter, greener, and more comfortable year-round, we partner with the Mass Save program to perform in home energy assessments, professional insulation work, and complete heating and cooling system upgrades.

The HVAC Sales Manager leads the Heating and Cooling equipment sales team by executing account management strategies that facilitate long-term customer relationships.

Responsibilities

- Plans, forecasts, manages and delivers consistent long-term profitable branch growth.
- Develops and directs the HVAC sales force to be the premier supplier of all Heating and Cooling equipment (i.e. Furnace, A/C, Boilers, DHW, and Ductless Mini splits), across the residential Market
- Responsible for actualizing account management strategies, sales planning, sales pipeline management, salesperson development/training and a standard sales process.
- Develop long term internal and external relationships that will be critical to the success of the business, (i.e. Home Energy Specialist Management, Marketing, Installation Management, Internal operations, customer, vendors and suppliers).
- Maintains an understanding of the business environment, through active leadership participation in the local community and professional organizations (i.e. legislative, purchasing, and market trends)
- Manages account assignments across the team and ensure proper geographic coverage.

- Responsible for top-line growth of revenue as well as meeting growth objectives.
- Provides accurate and timely forecasting of sales and the corresponding allocation of sales support resources
- Practices performance management by setting clear goals, investing personal time in employee development, actively coaching (i.e. one on ones, account reviews, opportunity reviews and regular observed shadowing calls) and performing on-time performance reviews.
- Ensures adherence to Company policies, procedures, and strategic initiatives regarding human resource management.
- Develop and facilitates ongoing updates and training for the Sales team.
- Analyzes the market and current business performance. Develops strategies for the local sales team consistent with Building Efficiency mission and objectives.
- Builds and fosters a team environment within and across branches.
- Drives a superior customer experience.
- Owns and manages the sales staffing plan for the assigned local geography

Requirements

- Bachelor's degree or equivalent.
- Four to eight years of progressive sales and/or operational experience with in home residential sales.
- Three years of experience in a lead or supervisory role with responsibility for the productivity or development of others within a Sales Team.
- Working product knowledge of Heating and Cooling Equipment, configuration, specification within a home, and replacement.
- Working knowledge of Microsoft office
- Working knowledge of a CRM system, SaleForce.Com a plus

About HomeWorks Energy

Over the past four years, HomeWorks Energy has grown to become the leading energy efficiency company in Massachusetts, the #1 ranked state in energy efficiency. We have also been ranked in the top 5 Massachusetts companies, according to Inc. Magazine (Inc. 5000 2017)! Join a growing organization that is passionate about working together to save energy and reduce costs, one community at a time.

We are a metrics driven, fast paced start-up company working to make every home in Massachusetts more energy efficient. We offer a continuous improvement work environment with the tenacious goal of reducing every homeowner's energy consumption by at least 30%.

We're proud of the impact we made in 2019:

- 600,000 metric tons of CO2 saved
- 125,000 cars off the road for one year
- \$165 million of customer lifetime savings

We are seeking qualified candidates who will represent our values in all interactions:

- Always Gettin' Bettah
- Positive HWEnergy
- Make a Difference
- Inspire Customer Confidence
- In This Together

As an Equal Opportunity Employer, HomeWorks Energy celebrates diversity and is committed to fostering an inclusive environment for all of our employees. We do not discriminate against race, color, religion, national origin, sex, age, gender identity or expression, sexual orientation, physical or mental disability, veteran status or any other applicable characteristics. All employment decisions are based on qualifications, merit, performance, and business needs.