Regional Director of Field Sales – South-Central Territory

Location: Open to any location in the South-Central region of the USA
Travel Requirements: 50%-75% potential regional travel (only as necessary)
Immediate Supervisor: Chief Revenue Officer

Company Background
PCS Software, Inc. is an AI platform for the transportation logistics marketspace providing the trucking industry's most effective transportation management platform (TMP) to improve fleet management and delivery systems and increase profits for our customers. Through innovation and invention, our software individualizes work routines, consolidates workflows, and streamlines management controls to improve accountability, transparency, and eliminate costly and redundant manual processes.

Trucking companies and freight brokers trust PCS to optimize their dispatch, accounting, and fleet operations. TL, LTL, Intermodal, and freight brokerage services use our TMP to automate operations, easily access information, and reduce inefficiencies to maximize sales and revenue. Founded in 1997 and located in Houston, Texas, PCS Software is the leading developer of hosted software solutions designed specifically for the ground transportation industry.

Job Description: Regional Director of Field Sales - South-Central Territory
The Director of Sales for the South-Central Territory will live in the south-central USA and will be responsible for the multi-state region. This individual will be expected to travel 50-75% of the time around the region to different client locations on a regular basis. The ideal candidate will come from a SaaS Software or Software Sales background that has been focused on transportation and logistics solution selling. Candidates must have previous transportation or logistics industry experience to successfully compete for this position. You will have additional sales support team members working toward your regional sales group goals including a very strong marketing engine, sales development representatives, account managers, platform engineers, and regional sales executives.

ROLE AND RESPONSIBILITIES
- Expected to have the strength and experience to be an individual contributor at first and then eventually will recruit, staff, and lead a sales team and account team members to drive new sales in the South-Central territory.
- The ideal candidate will extend relationships with past sales accounts as well as add new labels monthly to PCS Software's list of customers.
- In addition, the Director of Sales for the South-Central Territory will help train new sales team members on how to cross-sell and up-sell existing accounts into the expanding PCS PaaS Platform.

TECHNICAL SKILLS, REQUIREMENTS, AND EXPERIENCE
- 10+ Years of Field Sales experience selling within the Software industry, specifically SaaS, or PaaS Solutions.
- Recent and relevant experience selling within the transportation and logistics industry.
- Be a closer! Candidates should demonstrate their success selling $1M+ annually in software licensing and services consistently over the last 5 years.
- Ability to manage the Sales pipeline using Salesforce Sales Cloud, CPQ and other applications within Salesforce.
- Ability to work closely with the marketing team to drive awareness, branding, and lead generation.
- Manage to a set of specific Sales KPI's.

- Create, implement, and maintain a sales operating plan annually.
- Requires deep knowledge of software sales as a service and sales on software platforms and the ability to be a trusted business advisor to your clients to drive sales revenue.
- Lead Regional Tradeshows, Seminars and Company Sponsored Fleet Automation events.
- Sales training or certifications in a sales methodology or technical certification is a plus!

SUCCESS FACTORS
PCS Software is a company of motivated employees from a wide range of industries and backgrounds working toward a common goal – the success of our customers in the ground transportation industry. Our team works together and challenges each other to bring new ideas to the table to achieve our mission.

Core Characteristic of Future Employees of PCS
- High Level of **Integrity** – You are consistent and uncompromising in your strong personal and company values as well as ethical and business morals.
- Can-Do **Positive Attitude** – You believe in yourself and always demonstrate an achievable attitude.
- **Motivated** – You continuously radiate positive energy and raise the level of performance of those around you by keeping yourself and others positively motivated towards your daily, weekly, monthly, and yearly goals.
- **Say-Do Ratio** – Do what you say and say what you do. You constantly deliver results that match the words you speak. You then keep your promises to deliver on time and keep your peers and management updated to avert a crisis.
- Fierce **Competitor** – You love a challenge, especially when it comes to your performance at work and against external competitors for bragging rights and legacy.
- **Trustworthy** –<u>You earn the trust of others</u> over a period, after consistently being honest, always acting with integrity, and never lying or misleading. It is how you act. It is who you are
- **Team Player** - You hold yourself accountable. Take responsibility for your mistakes and look for solutions. Understand how your actions impact the entire group. You welcome collaboration.
- **Natural Leader** – You are usually an extroverted and outgoing person who is naturally very generous, understanding, and congenial towards others. You rely on your social ability and can form friendships and connect with others easily.

EDUCATION REQUIREMENTS
Bachelor's Degree

OUR CULTURE
Our guiding principle at PCS Software is customer service. We are are a customer-centric company that happens to make the best software in our industry. If you are driven to delight customers and treat every fellow employee with that same level of excellence and care, then we want to talk to you!

At PCS Software, we also value our amazing people-centric culture of builders and doers over any skill that someone can offer. This is an amazing place to work and we offer our team a creative, fun, educational, and challenging environment. We constantly focus on not only the customer's journey and experience with PCS Software, but our individual journey as employees and the overall team experience as well.

Why Join PCS?
PCS Software, Inc. rewards your hard work with excellent opportunities for career growth and personal development. If you want to be the newest member of a vibrant group of energized technology leaders in an innovative and entrepreneurial environment, then apply online today to start building solutions that customers will love to use and join a company that truly rewards your hard work and values your talented contributions. If you would like to compete for this highly sought-after position, please submit your resume to employment@pcssoft.com.

PCS Software, Inc. is considered one of the best places to work because of our competitive compensation plans, comprehensive benefits plan with 100% company paid medical, dental, and vision premiums for you and your dependents. We also offer paid life and disability insurance for employees, a 401k with a 4% match, generous PTO package, a truly creative and fun working environment, complementary

food/beverages in the office, paid training and development opportunities, paid gym/fitness facility membership, employee recognition programs, and amazing opportunities for career growth and personal development.

Work Authorization
PCS Software, Inc. will only employ those who are legally authorized to work in the United States. This is not a position for which sponsorship will be provided. Individuals with temporary visas such as E, F-1, H-1, H-2, L, B, J, or TN or who need sponsorship for work authorization now or in the future, are not eligible for hire.

This job description provides many examples of the types of responsibilities required but is in not intended to be a comprehensive list. The incumbent will complete other job responsibilities as needed which are not specifically described in this document.

PCS Software, Inc. is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to sex, race, color, religion, national origin, age, marital status, political affiliation, sexual orientation, gender identity, genetic information, disability, or protected veteran status. We are committed to providing a workplace free of any discrimination or harassment.

We thank all respondents for their interest in PCS Software, Inc. However, only those selected for an interview will be contacted.
To view additional information on PCS Software, Inc., please visit our website at www.pcssoft.com.