



Sentec is a market leader of non-invasive respiratory monitoring solutions who develops, manufactures, and markets patient-centric, cost-effective technologies and products that provide clinicians with greater insight to quickly to identify trends, rapidly and more accurately assess patient respiratory status, and make more well-informed, timely care decisions – decisions that can improve patient care.

[Watch the Sentec Company Video](#)

Position Overview

Based in Houston, Dallas, Phoenix or LA, the **Respiratory Solutions Regional Sales Manager (RSM)** is a key member of the sales management team responsible for managing the US sales team within their assigned region by driving the achievement of sales, profit objectives and organizational goals. This includes developing, leading, and coaching a team, supporting the development of sales strategies and partnering with operational business units. The ideal candidate will be a dynamic leader who has successfully managed complex sales processes for acute care products in the medical device space with a specific focus on intensive care.

Essential Duties and Responsibilities

- Collaborates with the VP of Respiratory Solution Sales to establish sales targets and works to develop and execute the Respiratory Solution sales strategy to achieve the annual sales objectives.
- Manages a team of Territory Managers (TM) to achieve/exceed both quarterly and annual sales objectives and growth targets.
- Manages assigned Clinical Application Specialists (CAS) to support the company's revenue growth goals through customer support and clinical education initiatives.
- Serves as a change agent and provides leadership to create a high trust and collaborative work culture, works to embrace a growth mindset and encourages a positive working environment.
- Plans and prepares sales forecasts.
- Identifies and proposes lead generation and/or customer events, manages expenses to a pre-determined budget and represents Sentec at trade shows, conferences and symposiums as needed.
- Coaches team through all levels of the sales process from prospecting, daily activity, program implementation, capital close, existing account growth, and C suite selling, resulting in Sentec products as standard of practice.
- Completes quarterly field visits with each Territory Manager and completes the travel feedback form to identify areas of strength and areas for improvement.
- Talent management responsibilities include identifying top candidate, hiring, retaining and developing talent, developing succession plans and proactively managing performance.
- Proactively facilitates the two-way flow of information from the field into Sales Operations, Sales Sr Leadership, Marketing, RD & Business Development as needed and collaborates with Marketing and Professional Education to further develop value-added strategies, tools, programs and services.
- Working knowledge of and active strengthening of partnerships with Regional IDN's to drive sales and committed partnerships.
- Collaborates with functional departments of the company including Operations, Finance, Marketing, Human Resources, R&D, Regulatory Affairs and Clinical Affairs.
- Manages and adheres to T&E expense budget, inventory management and other variable expenses.
- Maintains current knowledge of competitive business strategies and product pipeline, healthcare economics, regulatory and legislative activities and incorporate into regional sales plans and strategies.
- Fosters and develops effective internal and external business relationships at all levels.
- Overnight travel required (roughly 50% of the time) across assigned region.

Sentec

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Knowledge, Skills & Abilities

- Bachelor's Degree in related field required.
- A minimum of four (4) years related sales experience within the medical device industry is required. Prior experience with respiratory medical device sales highly preferred.
- A minimum of two (2) years management/leadership within the hospital based medical device arena or related experience is highly preferred.
- Must have demonstrated skills in the following areas: leadership, coaching and counseling, budgeting, negotiating, selling and strategic planning.
- Clear and concise communicator with the ability to set expectations that aligns with the PM/RS Sales Strategy
- Ability to motivate individuals and the team to perform at their personal best and hold TM's accountable to performance targets.
- Ability to work in a fast-paced, digital environment with mastery over systems and applications including the Microsoft Office, Salesforce, Concur and Web conferencing software.
- Experience implementing change while demonstrating the ability to be open and influenced by differing ideas and points of view is critical.
- Must be able to make difficult decisions around people, process and products as it relates to our business.
- Strong business, financial, and clinical acumen is critical for success.
- Must have strong creative, strategic, analytical and financial skills with a demonstrated ability to understand competition and industry trends
- Ability to pass all vendor credentialing requirements.

Life at Sentec

Sentec employees have access to competitive benefits packages, paid parental leave, tuition reimbursement and more. Sentec offers a place to thrive and make an impact as a small company with huge potential and an expanding track-record of consistent growth. We know our decisions matter to the future of the company, our voices are heard by leadership and our hard work pays off.

Sentec consists of an eclectic group of people dedicated to help deliver products to healthcare providers that make a difference and improve patient care. We love that we can log off each day knowing we've made a difference.

To apply, send your resume and cover letter to [**jobs.us@sentec.com**](mailto:jobs.us@sentec.com)

