



POSITION SPECIFICATION

POSITION: Solar Account Executive

ORGANIZATION: Bentek

Founded in 1985 and located in San Jose, California, Bentek Corporation began by providing comprehensive design, manufacturing, and logistics services for the semiconductor equipment industry. We continue to specialize in the design and manufacture of electromechanical and power distribution solutions for high-tech and industrial markets. Bentek has developed a range of capabilities, including:

- Designing, building, and testing complex, highly configurable products.
- Planning and sourcing a wide variety of materials and components.

In 2009 Bentek expanded its offerings with the creation of the Solar Products division. Bentek Solar provides Balance of System (BOS) equipment—combiners, recombiners, safety systems, cables, harnesses, and accessories serving the utility, commercial and residential solar markets, nationally and internationally. Our products simplify and speed the installation and wiring process. In addition to offering standard equipment, Bentek will work with you to create custom configurations to meet your specific requirements.

LOCATION: The Solar Account Executive will have an office at Bentek's Solar Offices in San Jose, California.

REPORTING

RELATIONSHIPS: The Solar Account Executive reports directly to the Vice President of Sales and Marketing.

MAJOR DUTIES & RESPONSIBILITIES:

This position of Account Executive is responsible for managing all aspects of the business relationship with assigned customers while ensuring customer satisfaction. Responsible for identifying and developing new business opportunities and ensuring assigned revenue and profit goals are achieved.

- All aspects of account management and new business development activities for a specific territory or account base
- Actively oversee the development of quotations for new business with the account and manage the sales cycle to achieve targeted revenue growth within the account
- Establish account contacts at the appropriate levels and employ senior management to build relations with customer management
- Interact closely with account to understand their solar business objectives, current and future product requirements and technical roadmap
- Provide and articulate Bentek's technical offerings and commercial value
- Develop, execute and monitor detailed account development strategies with performance metrics
- Represent Bentek as technical expert with respect to the company's product and service solutions
- Own the customer order process including all technical and commercial details
- Develop and own customer forecast
- Secure and document information about general market requirements and Bentek's competition
- Maintain all account information, quotations, opportunities, and status in SalesForce.com
- Provide updates and reports to VP of Sales and Marketing as required
- Monitor customer satisfaction, initiate corrective action, and communicate status for any issues that arise
- Build strategic relationships with key customers at all levels
- Relevant industry experience is desirable.

QUALIFICATIONS:

- 5+ Sales experience, selling experience in the solar industry preferred
- Bachelor's degree required (or equivalent), advanced degree a plus
- Technical understanding of solar PV design and basic process skills
- Managerial skills - planning, organizing, troubleshooting and controlling
- Problem solving skills
- Ability to coordinate a high level of activity under various conditions and constraints

PERSONAL

CHARACTERISTICS:

The characteristics that describe the ideal candidate for this position are:

1. An innovative and strategic thinker and leader with a proven track record of results.
2. Excellent leadership skills and the ability to attract, motivate, train and retain a dynamic team.
3. Excellent interpersonal, relationship building, team building and listening skills. An organizational maturity and effectiveness, and a consultative approach, able to influence and communicate within, and beyond, his/her area of responsibility.

4. Flexible, proactive and able to respond and adapt to a fast paced, changing environment.
5. Decisive and tough minded, willing to address difficult issues head-on. Able to take a stance, but be open-minded and willing to defer when legitimately challenged.
6. High level of energy, stamina and drive.
7. Genuine, forthright and honest, with an impeccable reputation for integrity. Able to inspire trust and confidence.
8. A self-starter with a hands-on style, attracted to the opportunity to significantly impact the growth of Bentek.
9. An excellent team player with the ability to operate effectively across all levels of the organization.

AFFIRMATIVE ACTION / EQUAL OPPORTUNITY EMPLOYER: