



## ***Gappa Security Solutions Sales Representative***

### **Company:**

At Gappa Security Solutions we help our customers to secure their buildings and protect their people. We do this by supplying and installing doors and door hardware, keying systems, electronic access systems, alarm systems, and surveillance cameras to customers in commercial, government, and education spaces.

### **Structure:**

Sales Representative reports primarily to the Sales Manager of the company. This is a full time (40+ hours/week) position.

### **Duties of a Sales Representative:**

**Customer Interactions:** Sales Representatives will frequently check in with existing customers at their locations, make cold calls to try to create new customers, provide presentations to customers of products and services, and respond to emails and phone calls from customers and coworkers. Our customers are primarily in the commercial, educational, religious, and governmental spaces.

**Surveys and Quoting:** Sales Representatives frequently survey customer locations, mapping out the necessary physical security products (including locks, doors, exit devices, and more) required on site to meet the customer's physical security goals, and creating a written proposal for the project.

**Learning:** As consultants to our customers, Sales Representatives are constantly working to learn more about the products we currently sell, as well as products that are new to our marketplace, in an effort to provide the best possible solutions.

### **Requirements:**

- Sales Representatives will succeed (and enjoy their work) if they genuinely enjoy talking to customers and trying to find empathetic ways to understand their goals and to see if we can provide them with solutions to their problems. Our approach to sales is centered on building and maintaining trust with our customers – we serve them as experienced guides assisting them with their physical security needs.
- Sales Representatives must also find satisfaction in winning the business of their customers.

- Sales Representatives must be able to read and comprehend technical and detailed hardware documents and catalogs in order to find solutions for their customers.
- Sales Representatives must be highly proficient with email, Microsoft Word, and internet research.
- Sales Representatives must be able to spend occasional overnights away from home (2-4 per month is common).
- Sales Representatives must be able to perform work that involves lots of walking, driving, and occasionally using a ladder.
- Sales Representatives provide their own vehicle and smartphone. A work laptop will be provided by Gappa Security Solutions.
- Sales Representatives work at schools, colleges, and government buildings.
- Pre-employment drug screening and background checks are required.

**Day-to-Day:**

- This is an Outside Sales position - Sales Representatives will spend several days each week on the road visiting existing customers and making cold calls. They will also spend a day or two each week in the office, creating quotes for customers, doing research, and answering a large variety of customer and coworker questions.
- In early days, a new Sales Representative will tend to existing customers but also spend much of their time on cold calls, developing their territory. This will transition to a greater emphasis on existing customers as their sales increase, though cold calls will always be part of their duties.
- They will have limited in-house support to generate their final Proposals, but most of their work is done independently. While they report to a manager, they will only be successful if they are extremely self-motivated.

**Approximate Compensation:**

Salary plus commissions equaling \$40,000-100,000/year, depending on experience and success in selling.

**Benefits:**

- 13 Days of Paid Time Off annually, earning additional days beyond those 13 after 4 years of employment
- 7 Paid Holidays
- Access to Group Health Insurance + Health Savings Account (Employer Currently Covers 75% of Premium; Employee Contributes to HSA as they desire)
- Access to Optional Group Vision Insurance (Employee Pays)
- Access to company 401K with some employer matching after preliminary period

**If you wish to apply:**

Please email your resume and a short letter of interest to: [zgappa@gappasecuritysolutions.com](mailto:zgappa@gappasecuritysolutions.com)

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