

Junior Sales Representative

Type: Full Time, Exempt. Compensation: salary plus bonus commensurate with experience and performance.

SUMMARY: Responsible for soliciting orders, selling products assigned and representing the company in accordance with its policies and in the area assigned and for maintaining an awareness of local competitive conditions and for reporting back promptly to the Distributor.

ESSENTIAL DUTIES AND RESPONSIBILITIES include, but are not limited to the following:

- Generate new sales: Develop leads, recruit new surgeons, qualify prospects, and make sales calls.
- Meet or exceed sales quota and total company market share in assigned territory.
- Aggressively seeks new customers, formulates and follows plans for such actions as directed by the Distributor.
- Respond to customer complaints in accordance with Medtronic's Spinal and Biologics business policy and advises Distributor and Medtronic's Spinal and Biologics business promptly of any situation beyond scope of authority.
- Adhere to company policies and conducts all business in an ethical manner. Including, but not limited to, AdvaMed, the Medtronic Code of Conduct, and the company Employee Handbook.
- Attentive of competitor's product and merchandizing practices and keeps the Distributor informed.
- Maintains and updates customer record books and other records in accordance with Distributor instructions.
- Prepares and submits reports and information requested by Distributor in a clear, professional and expedient manner.
- Attend and participate in sales meetings, training programs, conventions and trade shows as directed.
- Assists in the field with training of any salesperson as requested by the Distributor management.
- Maintain consignment and loaner inventories - asset management program.
- Cooperates with all personnel in the execution of both Distributor business programs.
- Creates and implements an annual business plan with quarterly updates.
- Provides service to customer per their individual needs.
- Respond in a timely manner to all reporting requirements and requests.
- Manages business with Distributor profitability in mind.
- Provide 24-hour territory coverage (including holidays, weekends, evenings).

BASIC QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are

representative of the knowledge, skill, and/or abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

- Four-year college degree or equivalent in job experience.
- Minimum 2 years professional, outside selling experience, preferably one to three years experience in medical sales or in a spinal support capacity.

OTHER SKILLS and ABILITIES:

- Ability to interact effectively with a wide range of people and personalities.
- Excellent written and verbal communication skills.
- Ability to work in an operating room setting.

DESIRED/PREFERRED QUALIFICATIONS:

- Strong medical device background and Operating Room background with procedure-based sales experience.
- Spine industry experience is a plus.
- Ability to sell in an environment where partnering with a surgeon is critical and ability to sell a new device or procedure.
- Proven leadership abilities and experience in selling value-added programs.
- Excellent communication and presentation skills.
- Accustomed to working independently with a high degree of accountability.

PHYSICAL DEMANDS: The physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable the individual with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit and talk or hear. The employee frequently is required to stand, walk, and use hands to finger, handle, or feel objects, tools, or controls. The employee is occasionally required to reach with hands and arms. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job involve normal vision.

WORK ENVIRONMENT: The work environment characteristics described herein are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable the individual with disabilities to perform the essential functions.

The noise level in the work environment is usually quiet to moderate.