



Job Description

Job Title:	Regional Sales Manager
Department / Location:	Sales
Reports to (Job Title):	COO
Prepared by:	Mike Russin
Date of Submission:	June 2025
HR Contact:	Nicole Gianvito

About Us

RedZone Robotics provides innovative and customized asset management solutions for underground infrastructure by delivering data-driven insights utilizing advanced robotics platforms, leveraging AI predictive tools and software to empower industry experts in making proactive decisions. RedZone Robotics believes that what lies underground directly affects the communities that live above. Our process, from inspection to data delivery, is guided by the belief we all deserve a safe place to live, work, play, and grow old.

If you are interested in a friendly, cooperative, and exciting corporate environment where you will be continually challenged and opportunities abound, RedZone Robotics is the place for you!

Learn more about us at www.redzone.com.

General Job Function

The Regional Sales Manager will oversee wastewater inspection sales and services across a particular region to the public sector marketplace. Presently, RedZone Robotics sells digital sensor, robotics inspection services to municipalities throughout North America. Our current suite of tools includes vertical and horizontal, infrastructure assessment robotic platforms, primarily for the wastewater industry.

The Regional Sales Manager will focus on key accounts based on population density, customer type and geographic location. This position focuses on multi-level, complex sales to the municipalities, engineering firms, contractors, and industry associations to obtain and manage business for RedZone.

The Regional Sales Manager will work with existing personal relationships among the municipalities to position RedZone services for long-term contracts, focusing on RedZone's unique value proposition and specialized technical specifications. Other responsibilities include account planning, forecasting, goal setting (KPI's), representing RedZone in local industry/trade associations, attending conferences, and being actively involved in the industry and local community.

The focus will be on long-term organic growth and management of RedZone's services and technologies in a targeted region.





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Duties and Responsibilities (in order of priority)

- Set and track sales quotas
- Work with project management to schedule and manage sales accounts
- Provide forecasting and budget information according to projected sales
- Develop presentations and other sales materials, as needed
- Understanding and communication of specifications of RedZone products and services
- Provide weekly sales updates (maintain and update CRM)
- Generate quality sales leads
- Increase company revenue
- Create positive customer experiences
- Travel throughout assigned territory, as well as throughout any US regional territory assigned
- Adaptation of sales tools/ activities to provide more effective territory management
- Perform other duties as assigned

Education and Qualifications

Education Level (Degree, Area of Study) – Minimum Requirement:	Bachelor's Degree in Engineering, Business, Economics, or related field
Years of Experience (if applicable):	5 or more years of experience, wastewater industry experience preferred
Additional Experience:	<ul style="list-style-type: none">• 2 or more years of regional sales manager experience with experience managing both direct and indirect sales force• Experience selling to the public sector and understanding of specification process
Professional Certifications:	





Job Description

Skills and Competencies

Communications

- Strong conceptual and visual design skills.
- Strong communication skills (written and verbal).
- Negotiation and persuasion skills when communicating with customers regarding project coordination.
- Ability to communicate technical and business concepts to all levels of an organization, as well as internally with staff.
- Proven track record of consistently achieving quotas.
- Strong propensity to listen and ask the right questions of customers and the organization.
- Demonstrate strong proficiency in emotional intelligence – being able to maintain composure and communicate with tact in challenging situations.
- Fluent in English.

Teamwork & Collaboration

- Ability to build and maintain interpersonal relationships and influence at all levels of an organization.
- Development of constructive and cooperative working relationships with others, as well as the ability to solve conflicts or issues.
- Capability to partner with company leaders to understand and drive overall cross-functional and business needs.
- High-level interpersonal skills: poise, tact and diplomacy required to handle sensitive and stressful situations.
- Emotional Intelligence — Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
- Highly resourceful with an ability to work independently or in a team situation.
- Self-starter, fast learner, action-oriented, results-driven

Complex Problem Solving

- Learn quickly and adapt easily to changing technology/circumstances. Also, apply change management skills appropriately. Use creative planning and resource management skills to meet complex schedule, skills mix, cost, and personnel issues.
- Support high-peak resource demands, proactively, without compromising quality.
- Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
- The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.
- Analyze information and evaluate results to choose the best solution and solve problems.
- Identify underlying principles, reasons, or facts of information by breaking down information or data into separate parts.





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Essential Functions

Check One

Supervision

<input type="checkbox"/>	No supervisory responsibility
<input type="checkbox"/>	Team leader (does not hire/fire or conduct PFP)
<input type="checkbox"/>	Supervisor – supervises small crew
<input checked="" type="checkbox"/>	Manager
<input type="checkbox"/>	Director and above

Check One

Direction

<input checked="" type="checkbox"/>	Works independently
<input type="checkbox"/>	Under general guidance
<input type="checkbox"/>	Under frequent direct guidance

Check One

Independent Judgment / Level of Discretion

<input type="checkbox"/>	Little to none – constantly follows procedures and guidelines
<input type="checkbox"/>	Moderate – follows rules with some discretion
<input checked="" type="checkbox"/>	Significant creative – within general guidelines

Physical & Work Environment Requirements

This section covers any Americans with Disabilities Act requirements to perform the job. If the job requires lifting, bending, working with various equipment, including office, or any other physical demands, it should be noted in this section.

General Working Hours/Shift:

Hours of Work per Day: 8

Shifts: 1

Environments consisting of:

- Office environments

Work activity consisting of:

- Percent of time indoors - 90%
- Percent of time outdoors - 10%
- Work up to 10 hours per day - on average 8 hours, on average 5 days/week
- Work with others
- Work alone
- Stand up to 3 hours – on average 1 hour
- Sit up to 8 hours – on average 8 hours
- Lift up to 15 lbs.
- Use of hands for basic hand and power tools and handheld computer and telephone equipment





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Work Materials Used/Protective Equipment Needed

Work Materials Used: Computer, telephone

Work postures consisting of:

- Lifting
- Sitting
- Standing
- Walking
- Crouching
- Driving
- Climbing
- Kneeling
- Reaching
- Speaking
- Hearing
- Seeing

Physical Requirements

Lifting	Occasionally (1-33%)
Sitting	Constantly (67-100%)
Standing	Occasionally (1-33%)
Walking	Occasionally (1-33%)
Bending	Occasionally (1-33%)
Carry	Occasionally (1-33%)
Pushing	Occasionally (1-33%)
Pulling	Occasionally (1-33%)
Crouching	Occasionally (1-33%)

Balancing	Not Applicable
Driving	Frequently (34-66%)
Crawling	Not Applicable
Climbing	Occasionally (1-33%)
Kneeling	Occasionally (1-33%)
Reaching	Occasionally (1-33%)
Speaking	Constantly (67-100%)
Hearing	Constantly (67-100%)
Seeing	Constantly (67-100%)

Physical Tasks

Task Description	Typical Weight	Maximum Weight	Typical Distance	Frequency
Personal luggage	10 lbs.		Up to 50 yards	Occasionally
Materials and Information	10 lbs.		Up to 50 yards	Occasionally
Laptop	4 lbs.		Up to 50 yards	Frequently

Travel Requirements

Overall frequency of travel: 25% to 50%

Local travel (driving): **25% to 50%**

In-country travel (flying): **25% to 50%**

International (flying): **Less than 10%**

