

LeaderTreks Job Description for **Director of Sales**

Responsible to: President

Accountabilities: Partner satisfaction and sales goals

This position is:

- full-time
- eligible for remote work

Job Summary: The role of Director of Sales (DOS) is to engage youth workers about products and resources while expanding trust and comfort level. The DOS responsibility is to know the key partners of LeaderTreks (LT), to assess their youth ministry needs and to meet their needs. The DOS will focus on partner satisfaction and follow-up. The DOS will ensure that customers of LT will feel they are important and valued.

The DOS will be a team member on the management team and will work to develop a strong trust relationship with the other team members. The DOC will need to consider how each decision will affect the rest of the team. Every team member of the management team understands that we must work together to the reach of the goals of LT.

Things that would impress us

- Experienced youth minister
- Good with people/strong communicator
- Great understating of LeaderTreks products
- Understanding of youth ministry market
- A desire to help youth workers win

Partner Communication

- Will get to know key LT partners and their needs and be the face of LT to youth pastors.
- Sell curriculum and mission trips through leads and generated inquiries
- Call partners—work with the team to develop calling strategy to leads to greater engagement.
- Provide logistical support for contracted sales—contacts, follow-up, FAQ, and invoices.

Strategic Sales Leadership

- Communication Skills—Serving while selling. Problem solving that leads to sales.
- Youth Ministry Market Awareness
 - Know what youth workers are buying and when they are buying it
- Knowledge of LeaderTreks Products & Resources
 - Explain the “why” behind our products
 - Engage with personal connection to create trust with youth workers
- Learn the LT sales process and use it: Relationship, Listening, Stories, and Solutions

Provide Feedback

- Communicate with team LT brand awareness in the market
- Give feedback on products and their effectiveness
- Give feedback on technology useability
- Give feedback on how youth workers are finding us on the internet



Management Team

- Provide customer insights to help market and create new products and to ensure the best possible marketing efforts
- Provide analysis on sales trends and projected goals
- Create new ideas of how to reach and keep partners to grow the database
- Be the advocate for partners but balance it with what is best for LeaderTreks

Fulfill all requirements of LeaderTreks Staff which are outlined in the LeaderTreks Staff Training Manual and staff handbook including but not limited to:

- LeaderTreks policy and procedures, Staff Values, Trip Policy, and Standard of Conduct
- Following LeaderTreks documentation
- Daily office communication including phone messages, emails, and inter-office memos.
- Assisting with accounting procedures
- All other duties as assigned

This role requires a high level of creativity, attention to detail, and project management skills. It also includes the management of staff members assigned to your department.

About Us

First and foremost, we love Jesus and his church. Our mission at LeaderTreks Youth Ministry is to develop leaders to fulfill the Great Commission. We do this by supporting church youth workers and providing intentional curriculum and experiences that grow students as disciples and develop them as leaders.

LeaderTreks Youth Ministry uses trips, innovative training, and curriculum to create laboratories where students can learn, face challenges, and be transformed. Laboratories allow students to experience truth, as well as hear truth, so they can grow into their potential. This is why our curriculum provides experiential learning activities. This is also why we use challenge on all our trips to help students catch a glimpse of their personal potential and start down the road of using that potential. Our goal is not to just make students happy—we want to see them grow as followers of Christ.

Our organization's culture is based on our shared values—purpose, innovation through creativity, excellence, and adventure. While our culture may include things like adventure days and free company lunches, it's built on the character, attitudes, and behaviors that create the kind of place everyone wants to work in. We are a team that shares a mission.

We are a collaborative work environment where good ideas come from everyone. We want to grow and have fun doing it. We promote work/life balance and encourage constant learning by offering training, optional mentorship, and a trajectory for career advancement.

We also believe in sharing rewards and have a company-wide profit-sharing plan that everyone can take part in after 2 years of employment.

We were founded in 1994 as a 501(c)(3) non-profit.

