



ENERQUIN is a manufacturer of drying equipment for the paper and tissue industry, providing the highest quality engineering, design, fabrication, installation, and technical service to our global business partners.

As an equal opportunity employer, ENERQUIN offers a unique working environment where challenges, responsibilities and teamwork make each employee fulfill their professional objectives while contributing to the company's success.

ENERQUIN is seeking a dynamic and results-oriented **Business Sales Manager** to join its leadership team and drive strategic sales initiatives within the pulp and paper industry. This pivotal role requires a seasoned sales professional with strong mechanical systems expertise, proven leadership capabilities, and a passion for business growth across diverse product lines and markets.

The **Business Sales Manager** will be responsible for developing and executing sales strategies, managing key customer relationships, and leading high-performing teams to exceed revenue targets.

Key Responsibilities

Strategic Leadership

- Develop and implement comprehensive sales strategies aligned with ENERQUIN's business objectives and market positioning.
- Identify and pursue growth opportunities in new regions and product segments.

Team Management

- Lead, mentor, and motivate sales teams in Canada and the United States, fostering a culture of performance, accountability, and continuous improvement.
- Set and monitor KPIs and performance metrics to ensure consistent execution and achievement.

Customer & Market Development

- Build and maintain strong relationships with key customers, distributors, and industry stakeholders.
- Represent ENERQUIN at industry events and trade shows to enhance visibility and market presence.

Sales Operations

- Lead pricing strategy development to ensure competitiveness and profitability.
- Oversee contract negotiations with major clients and partners, ensuring alignment with business goals and risk management policies.
- Drive accurate, data-informed sales forecasting to support strategic planning and resource allocation.
- Monitor market trends, competitive activity, and customer feedback to inform strategic decisions.



Team Oversight

- Directly manage a team of 4 professionals based in Montreal.
- Oversee the U.S. Sales Team, including 3 professionals and the Mobile Office in Alabama.

Reporting & Collaboration

- Provide regular sales performance reports and insights to executive leadership.
- Collaborate cross-functionally with marketing, production, and supply chain teams to ensure alignment and customer satisfaction.

Qualifications

- Bachelor's degree in Engineering or a related field
- Minimum 5 years of sales leadership experience in the pulp and paper industry, industrial HVAC, or a closely related manufacturing sector.
- Proven track record of driving revenue growth and leading successful sales teams.
- Strong negotiation, communication, and interpersonal skills.
- Ability to manage complex stakeholder relationships and balance priorities across multiple business units.
- Willingness to travel internationally as required, with no travel restrictions.

Key Competencies

Technical & Interpersonal Skills

- Strong analytical and problem-solving abilities
- Attention to detail
- Excellent communication skills
- Customer-focused mindset
- Ability to work under pressure

Organizational & Leadership Skills

- Strategic planning and execution
- Team leadership and motivation
- Professionalism and accountability
- Autonomous, proactive decision-making

Physical demands

The role ranges from sitting in front of a computer to frequent walks to the shop floor and occasionally climbing or working inside ENERQUIN machines. The incumbent must be in good physical condition.

Working environment

The Business Sales Manager will work in both office and field environments, including regular international travel to client sites. Conditions may vary depending on the work site and may include hot temperatures, dirt, noise, and open spaces.

To apply, please send your resume to the following e-mail address: cv@enerquin.com