

R2 Gaming – Director of Sales & Business Development Job Posting

About R2 Gaming (R2)

Established in 2005, R2 Gaming is a leading distributor of gaming products with a reputation for exceptional customer service. R2 provides sales, product management, field and inhouse technical services for Gaming Establishments and Gaming Manufacturers. With regulatory licensing across Canada, the team goal is to provide exceptional products and service that will exceed customer expectations.

Reporting directly to the owners, R2 is seeking a Director of Sales & Business Development who can grow the current business as well as identify and cultivate new business. The role requires an entrepreneurial individual with great interpersonal skills, and a drive to succeed. An energetic leader who is driven to optimize sales for existing business while strategizing and executing an expansion plan leveraging the infrastructure and core competencies of R2 Gaming. As a strong leader, the Director of Sales & Business Development will support the owners in leading the team to deliver the R2 value proposition and establishing the proper organizational structure as the business grows.

Duties & Responsibilities:

- Lead and support outgoing sales efforts to achieve and exceed targets
- Establish strong relationships and partnerships with customers and Original Equipment Manufacturer partners
- Optimize product sales through a consultative sales process
- Lead the Sales team to deliver account management, aligned with the R2 Gaming customer centric philosophy
- Prepare, monitor, analyze and report sales results and forecasts to the ownership group and partners as required
- Prepare and deliver professional presentations, proposals, and responses to RFPs to position the sales efforts for success
- Proactively understand customers key initiatives, projects, budgets, and opportunities
- Diligently follow through on customer commitments to demonstrate R2's partnership approach to business
- Identify and cultivate new business opportunities and optimize existing areas of business
- Conduct market research to identify industries and sectors where R2 can participate and prosper
- Negotiate and manage current and new agreements/contracts
- Champion R2's core competencies to enable and expand growth opportunities
- Support the development and execution of the annual business plan and financials
- Develop and cultivate a culture where customer service goes above and beyond the expected for internal and external customers
- Lead by example:
 - Demonstrate hard work and collaboration to achieve the desired objectives
 - Promote, respect, and recognize a team can achieve far beyond any individual
 - Welcome, leverage and foster diversification and experiences
 - Self motivated to continuously improve and support a continuous improvement environment
- Be the company ambassador, exemplifying the company values. Engaging with the public and the community to promote the venue and all it has to offer
- Support the owners in leading the team to deliver on the R2 customer value proposition
- Ensure the utmost integrity and sales operational practices to achieve and maintain 100% compliance with:
 - Health and Safety
 - Gaming Regulators & Industry Requirements
 - Any other industry requirements and statutory regulations

Experience:

- Minimum of 5 years of progressive leadership positions in senior management roles
- Experience with developing new business and growing or scaling a business
- Successfully recruiting, retaining, and leading high performing teams
- Demonstrated ability to set and deliver on highest level of customer service
- Experience establishing, assessing, and implementing operational processes

Education

- Graduate of a post-secondary education program in business or related program
- Demonstrated commitment to continuing education and development

Skills & Abilities

- Ability to establish and work in an environment focused on accountability for results
- Ability to develop and execute innovative solutions to drive results
- Demonstrated budgeting and financial analysis skills
- Solid business acumen with the ability to deliver strong financial results
- A proven commitment to customer service
- Ability to coach and mentor staff
- An understanding of the importance of employee engagement and ability to retain staff
- Ability to create and work in a high functioning, extremely dynamic team environment
- Proficient with MS Office computer applications such as Excel, Email, Word, PowerPoint
- Excellent organizational skills with the ability to multi-task
- Excellent problem-solving skills
- Excellent communication skills both written and verbal

Special Requirements

- This position requires the successful candidate to have a valid driver's license. The successful candidate would have to provide proof that s/he has a valid driver's license upon being hired.
- Must be able to obtain and maintain the required regulatory registration with Canadian Gaming jurisdictions

Remuneration & Benefits:

- Competitive wage (\$110,000 to \$125,000 annual salary) plus commission and potential bonus
- Company Health Benefits & vehicle allowance