

Job Description

Title: General Manager, Sto Canada and Skyrise Prefab

Location: Toronto, Canada

Reports to: President & CEO, Sto Americas

Purpose:

Sto Corp. (Sto), a global innovation leader of building enclosure systems and high-performance facade coatings, is seeking a General Manager for their Canadian operations. The ideal candidate is expected to apply the combined knowledge of the sales force and other sources in order to contribute towards the company's strategic and action plan. Experience working as a leader in a smaller organization within a large company culture and accountability to a Board of Directors would be a distinct advantage.

Essential Duties & Responsibilities (includes, but not limited to):

- **Manage the Sales Force:** hire, train, develop, motivate and coach the salespeople who report to this position. Identify skills and knowledge that need improvement with the assigned sales force and then implement a plan by individual for improvement. Develop and implement a coaching plan for each salesperson in order to achieve goals for: customer, company and employee. Identify areas where additional training is necessary and develop individualized training progress for each person. Provide a vital communication link between the salesperson and management to lead the sales force in the proper direction. To ensure implementation and use of the job follow-up, job tracking and job management system. Hold regular meetings with the sales force to review performance to date, individual and area objectives, and cover important topics that are in line with the company's objectives. Make sure that each sales territory is staffed by salespeople that are competent and capable of meeting the company's objectives and either have or can acquire the skills and knowledge to meet company objectives. Use the performance management process to improve performance.
- **Distribution:** Acquire additional distribution in underdeveloped or open territories to satisfy the goals of aligning ourselves with the best distribution in every major market. Assign primary area of responsibilities to each distributor that they realistically cover. Identify effective distributors, evaluate and assess weaknesses then develop a plan for improvement. Replace ineffective distributors who are unwilling or unable to improve or meet the objectives. Ensure that business plans are developed with each distributor and review on a quarterly basis. Communicate appropriate responses to the marketplace on changes or additions in Sto's policies, prices and procedures or expectations. Mediate difficult situations with distributor, including but not limited to claims, SPJ and price increases. Ensure that the proper training is conducted with both distributors and salespeople.

- **Manage the Company's Resources:** Manage the company's resources to maximize the company's profits and eliminate waste by preparing and executing sales and expense budgets. Ensure that all salespeople effectively utilize tools and money that they are entrusted with. Manage the company's resources such as computers, cellular phones, and expense dollars are used properly. Hold cost effective area sales meetings to manage volume mix and price.
- May require travel up to 50%, including international.
- Perform other duties as assigned.

Knowledge/Skills/Abilities:

- Bachelor's degree in business administration, sales and marketing, engineering or related field required, and/or an extensive background in construction project management.
- Minimum of ten (10) years in sales and/or sales management in the construction related field. Previous experience shows the use of skills needed to execute this position successfully.
- Strong understanding of the business functions within Sales, Marketing, Finance, Design, Engineering, Manufacturing and Construction Industry.
- Experience managing and overseeing a manufacturing facility
- Strong knowledge and proficiency in data software: MS365 (required), CRM (preferably Salesforce.com).
- Additional language skills would be an asset. French preferred.
- Strong leadership skills and ability to thrive in results-oriented environment.
- Experienced in redeveloping channel sales strategy at an enterprise level.
- Creative, strategic and tactical approach to expanding target markets with proven revenue growth.
- Excellent oral and written communication skills and strategic listening skills are necessary to effectively exercise tact, discretion, judgment and diplomacy when interacting and/or negotiating with all levels of internal and external customers.
- Strong organizational skills - attention to detail and self-motivator - willing to take the initiative.
- Creative innovator with an entrepreneurial spirit.

To Apply:

Submit your resume and cover letter to HR@skyriseprefab.com Job ID: GMCA

About Sto – www.sto.com

Sto SE & Co. KGaA is a world-leading building products manufacturer headquartered in Germany. Active in over 87 countries and with over 5500 employees and a €1.4 billion sales turnover (2020) Sto is the global leader in external wall insulation systems. We continue to innovate through technological leadership in all of our core markets, with heavy investment in Research & Development. Our Vision: Technology leader in the sustainable design of living space tailored to human needs. Worldwide.

About Sto Canada – www.stocanada.com

Sto Canada is a leading provider of innovative building solutions, specializing in high-performance materials and systems for the construction industry. Backed by the global strength and heritage of Sto SE & Co. KGaA in Germany, Sto Canada delivers enduring quality and sustainability. With a growing presence across Canada and a steadfast commitment to customer satisfaction, Sto Canada continues to drive excellence in the building sector.

About SkyRise Prefab Building Solutions – www.skyriseprefab.com

Based in Ajax, Ontario, SkyRise Prefab is the leading Canadian prefabricated wall panel manufacturer and exclusive producer of StoPanel™ in Canada. As a fully owned subsidiary of Sto, Skyrise is the ‘lighthouse’ StoPanel manufacturer in Canada and a centre of excellence for StoPanel product portfolio and process development. Skyrise are leading the integration of StoPanel into the building construction industry in Canada through product design and engineering, manufacturing, installation, and project management.

Our vision is to improve and accelerate the construction process by providing our clients with a superior façade solution for commercial and residential mid and high-rise buildings. We add value to our customers through innovation, technology, architecturally versatile and technical advanced facade solutions which deliver unmatched productivity gain in the construction process. Our highly experienced team of passionate individuals, who are committed to this vision, play an integral role in revolutionizing the mid and high-rise construction marketplace.