



#2240, 140 4 Ave SW
Calgary, AB T2P 3N3

questortech.com
+1.844.477.8669

Role: Director, Sales
FTE: Permanent Full-Time
Location: Calgary, AB

About Us

Questor Technology (www.questortech.com) is an international award-winning clean technology company solving some of the world's biggest environmental emissions problems. Founded on the premise of leaving the world better than we found it, our innovative, patented, ISO approved technology delivers the most environmentally responsible, cost effective, and sustainable way for our clients to meet their emissions reduction targets. Our vision is simple: We are passionate about creating a cleaner, sustainable future for everyone while delivering value to our shareholders. We believe that together we can create a path to net-zero, create clean power for the communities we serve, and have fun in the process.

Position Overview

Are you an engineer who can Hunt or a Hunter that can engineer? If so Questor Technology Inc., is looking for you! In our world of sales, results are of paramount importance. We are seeking an experienced and motivated Director, Sales to lead our sales team in promoting and selling our advanced clean energy solutions. You will play a pivotal role in driving the adoption of clean energy technologies and supporting our clients in their journey towards emissions reduction. With technical expertise and support from our proven Engineering and Operations Teams, this is an exciting opportunity to combine your sales, leadership, technical skills, and passion for sustainability in a dynamic and rapidly evolving industry.

Our Ideal Candidate

1. **Communication Skills:** Communicates complex technical information in a clear and understandable manner to customers who may not have a deep technical background. They should be able to adapt their communication style to various audiences, including technical and non-technical stakeholders.
2. **Interpersonal Skills:** Building relationships with customers and colleagues is crucial. Our Technical Sales Specialist is personable, approachable, and capable of establishing trust with clients. They should also work well in cross-functional teams, collaborating with engineers, marketers, and other departments.
3. **Problem-Solving Ability:** Sales focused individuals often encounter challenging situations that require creative problem-solving. They should be able to quickly assess customer needs, identify solutions, and address potential roadblocks.
4. **Technical Proficiency:** While not necessarily as deep as a technical specialist, you should have a solid understanding of the products or services they're selling. This helps them explain features, benefits, and use cases accurately to customers.
5. **Industry Knowledge:** Staying up-to-date with industry trends, competitors, and market developments is essential. This knowledge enables them to position their products effectively and provide insights to customers.
6. **Negotiation Skills:** Negotiations with clients over terms, pricing, and contracts are common. A demonstrated ability to "close" is essential, while strong negotiation skills are needed to strike mutually beneficial deals.

7. **Time Management:** Juggling multiple client interactions, meetings, and administrative tasks requires effective time management to ensure that all responsibilities are met.
8. **Customer-Centric Approach:** Putting the customer's needs first and focusing on delivering value are essential for building long-lasting relationships and driving sales.
9. **Strategic Thinking:** A demonstrated ability to understand the bigger picture and align sales strategies with the company's goals. They should be able to identify opportunities for growth and expansion.
10. **Presentation Skills:** Whether in one-on-one meetings or larger presentations, the ability to create engaging and informative presentations is crucial for conveying technical information effectively.
11. **Resilience:** The sales process can be challenging, with rejections and setbacks. Resilience is a must have to keep our Technical Sales Specialist motivated to maintain a positive attitude.
12. **Ethical Conduct:** Operating with integrity and ethical behavior is essential for building trust with both customers and colleagues.

Roles and Responsibilities

- Hunt for new business – this role is 90% New business and 10% existing customer maintenance;
- Engage in prospecting activities in order to identify new business opportunities;
- Develop new customer relationships to produce sales/rentals in accordance with established forecasts and objectives;
- Develops sales opportunities by researching and identifying potential accounts, soliciting new accounts, building rapport, providing technical information and explanations, preparing quotations;
- Attend client meetings to present solutions and sales;
- Maintain and improve relationships with existing clients by troubleshooting, reporting, and tracking problems;
- Serve as a first escalation contact point with new business customer calls;
- Utilize existing customer database information and other internal resources in order to contact past and present customers in order to engage in sales opportunities;
- Communicate new product and service opportunities, special developments, information or feedback gathered to appropriate staff;
- Work collaboratively with Engineering and Operations to ensure that all communications with clients are accurate and consistent;
- Fills orders by transferring orders to Engineering and Operations teams while communicating expected delivery dates;
- Prepare proposals for Sales and/or Rental equipment;
- Host weekly sales meeting outlining activity and results;
- Assesses competitors by analyzing and summarizing competitor information and trends and identifying sales opportunities;
- Closes new accounts;
- Develops accounts by checking customer's buying history, suggesting related and new items and liaising with Engineering to sell technical features;
- Maintains and improves quality results by following standards, recommending improved policies and procedures;
- Updates job knowledge by studying new product descriptions and participating in educational opportunities;

- Develops and accomplishes department and organization goals by accepting ownership for accomplishing new and different requests and exploring opportunities to add value to job accomplishments;
- Work closely with field technicians and operations team to ensure an effective and smooth handover from sales to operations.

Travel Responsibilities

- 50% - 75% travel is required mainly within Canada and the United States (passport required);
- Some international travel will be required

Financial Responsibilities

- Ensure all financial elements within the Director, Sales sphere of accountability are understood, accurately reported and executed with proper fiduciary controls;
- As required, participate in the Company's corporate level planning, budgeting, and financial analysis.

Director Responsibilities

- Provide regular reporting and strategic guidance to the Executive Management Team on sales related issues;
- Work with the Executive Team to develop Corporate Strategies;
- As required, attend Board of Director meetings as a guest;
- Collaborate with C-suite on development of KPI's to drive appropriate behaviours and assess individual and team performance;
- Collaborate with C-suite to ensure appropriate funding and other resources are available for tactical execution;
- Foster and support a high performing culture of ownership, accountability, quality, and client-focus;
- Be accountable to investors as stewards of their investment in Questor;
- Build and maintain strong relationships with corporate stakeholders representing the Company in an ethical, constructive, and positive manner;
- Represent the company at professional, community and industry events as needed.
- Other executive duties as required.

Qualifications and Skills

- A bachelor's degree in a relevant field such as Business, Environmental Science, Engineering, or a related discipline is often preferred;
- Minimum 10 years of experience in leading sales or business development teams, preferably in the clean energy or environmental sector is preferred but not essential;
- A strong understanding of (or strong desire to learn) clean energy technologies, renewable energy sources, emissions reduction strategies, and the broader environmental and sustainability landscape;
- An established network within the clean energy industry, including potential clients, partners, and industry stakeholders.



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What We Offer

Questor offers attractive pay, annual performance-based bonuses, health spending account and flexible working hours. We also offer the chance to contribute to the growth of a financially stable company and to be a valued and key part of a hard-working team where your contributions are appreciated and recognized.

How to Apply

If you have a passion for saving our planet and want to be part of a team that strives to make the world a better place, we would love to hear from you. Candidates are encouraged to send a resume and brief cover letter to hr@questortech.com. Please state the job title in your subject line. We thank all applicants however only those individuals selected for interviews will be contacted. No phone inquiries or agencies please.

Questor Technology values and promotes the diversity of its teammates and communities we serve. We are committed to creating a diverse environment and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.