

Are you the **component** we need?!? Open-minded, team player, passionate and hard-working?

Find out by searching our job openings and learning why it's great to work at **Taiyo Yuden (U.S.A.) Inc.**

TOP TEN Great Things about Taiyo Yuden (U.S.A.) Inc.

1. Innovative / Best in Class Product Line
2. Management Philosophy: Our management philosophy focuses on "employee well-being," "betterment of local communities" and "responsibility to provide returns to shareholders."
3. Large company transactions with a small company feel
4. Emphasis on employee growth and promoting from within
5. Fast paced, constantly changing, never boring work environment
6. Diverse work force and office culture
7. Open door policy with managers and opportunities to be HEARD
8. Top down commitment to wellness and employee health – San Diego Business Journal 2014, 2015 & 2016 Healthiest Company Nominee
9. Great employee benefit package including health, dental, vision, life, flexible spending, 401k with match, bonus plan and MORE...
10. THE PEOPLE!!

District Manager (Dallas/TX)

5/25/2017

GENERAL SUMMARY:

This person is responsible for managing, coordinating, and implementing the sales activities for key strategic accounts by making sales strategy and its action plan. The strategy should be based on TAM/SAM analysis and positioning. He/she will manage all account activity for the accounts as assigned in each particular region. These activities include support of direct sales, management of sales representatives, management of sales through distribution accounts, design-in support, reference design efforts and all other activities associated with business development for existing and new customers. The primary objective will be to increase both sales and profitability for the Company, while ensuring the highest level of customer satisfaction. This person is the primary customer contact responsible for developing new business, maintaining existing market share, answering customer inquiries and resolving customer issues. These responsibilities include managing customer visits and communications while assuring Taiyo Yuden is meeting all of the necessary objectives and defined action themes in support of the assigned accounts. Contact with the customer's purchasing and sourcing groups is also an integral part of the position. These responsibilities include management of global contracts, pricing and inventory management. This is a high level management position in the company and is responsible for developing key accounts within the district to assure overall sales targets are met.

ESSENTIAL JOB FUNCTIONS

1. Develops and refines market position through effective communication with both external and internal customers. Develops and implements sales strategies based on market conditions and

requirements. Pursues new opportunities both within existing and new business opportunities. Provides networking opportunities to ensure UTY meets or exceeds customer expectations while achieving Company goals and objectives.

2. Provides sales service for TY product lines by creating and presenting product technical information to current and potential customers, coordinating customer project needs, providing product delivery information, addressing specification questions and engineering issues to achieve the design wins necessary to increase opportunities and maintain good customer relationships. Develops innovative resolutions to problems. Adapts quickly to multiple client needs and responds rapidly to client demands and questions.
3. Collaborates with design engineers, technical service, and manufacturing activities as well as distributors and independent manufacturers' sales representatives to ensure timely response to assigned customer program needs. Written and verbal communication with individuals in these functions is the primary means to fulfill this responsibility. Provides thorough follow-up to issues, action items and discussion points.
4. Provides monthly reports on sales expansion opportunities. Prepares sales forecasts and customer correspondence information as required. Issues quotes to direct customers and distributors regarding pricing, quantity, product availability based on manufacturing plans for UTY's direct territories / customers and overseas subsidiaries. *Note: All managers must be knowledgeable of quoting requirements and assure proper care is taking when issuing quotes to our direct customers and customers purchasing from UTY distributors. This will require full understanding of UTY's pricing policies and procedures.*
5. Report to management on all customer activities and related visits/communications to assure UTY team is fully aware of the customer's most current needs and requirements.
6. Develops and maintains relationships among TY Global Counterparts to increase the TY business for UTY direct sales and TY Group worldwide sales by email and phone conversations with TY Group members around the world. Responsible to complete visit reports to properly report customer activities.
7. Responsible for the achievement of goals forth in the "Commitment Sheets" and the creation of related action plans to meet the stated goals and sales commitments.
8. Supports UTY initiatives in design-in and reference design through new product introductions and related marketing initiatives.
9. May assist management in supervisory activities of the sales department.
10. Performs other related duties and projects as assigned by management.

KNOWLEDGE, SKILLS AND ABILITIES:

1. Knowledge of electronics component products.
2. Knowledge of sales management and techniques, international business, distribution sales and project management.
3. Knowledge of sales techniques, international business and project management.
4. Ability to communicate effectively both orally and written; with customers, co-workers and business contacts in a courteous and professional manner.
5. Ability to pay close attention to detail and coordinate various activities simultaneously.

EDUCATION AND EXPERIENCE:

1. MS/BS degree or equivalent experience; Minimum of 5-7 years of outside sales and sales management experience within the electronics field and exposure to international business.
2. PC Proficiency in MS Word, Excel, Power Point and Outlook is essential.

SUPERVISORY/MANAGEMENT SKILLS:

This position is responsible for the supervision of support staff. The incumbent is responsible for performing managerial activities in accordance with the organization's personnel policies, priorities, procedures, and applicable laws. The responsibilities may include interviewing, hiring, and training employees, addressing complaints and resolving problems. This person needs to be aware of TY's Corporate Social Responsibility (CSR) requirements and will support the CSR program.

Level 1 - Basic Requirements - All Sales

1. Customer relationships
 - a. Foster and develop key relationships
 - b. Work to establish Taiyo Yuden brand superiority.
 - c. Communicate directly with overseas partners.
2. Personnel / HR
 - a. Punctuality and attendance - report to work on-time and follow UTY's employment practices
 - b. Constant and open communication - Be sure to always inform your immediate manager of your schedule and keep you customer visit log current and up to date.
 - c. Maintain an organized schedule and plan of duties.
 - d. Prepare and submit customer visit reports on a timely basis.
3. Meeting etiquette
 - a. Meeting organizers are required to be at the meeting 5 minutes prior to the meeting starting and have everything ready to start the meeting on time.
 - b. Each formal meeting requires a meeting objective.
 - c. Meetings should be followed up with a complete set of minutes and follow-up inclusive of action items.
 - d. All presentation material must be completed and distributed prior to the meeting.
 - e. Attendees at any/all meetings should be attentive and not work on e-mail or laptops during the meeting.
4. Forecast reporting and sales tracking
 - a. All sales personnel are responsible to complete the 3-month forecast report per standard requirements.
 - b. Sales personnel should also closely review and report on trends and significant factors in the market causing changes in the forecast and deviations against the plan.
 - c. Review of daily order input, understand, analyze, and report on fluctuations and changes.
 - d. Perform constant review of the sales plan and report on changes / updates to the plan as necessary
 - e. Have ability for planning and practicing to reach the goal by knowing competitor's information (price, technique, etc) and own company's positioning.
 - f. Maintain a full understanding of pricing policies and profitability on components.
 - g. Stay current with data tracking in TY's AGNIS and ATAC database.
 - h. Understand UTY's inventory position on critical components held for customers. Monitor and manage applicable VMI information.
5. Fiduciary responsibilities

- a. Sales personnel must understand all expense reporting requirements as defined in UTY’s Travel Policy
 - b. Sales must exercise responsibility and manage expenses appropriately.
 - c. All entertainment expenses must be approved in advance and follow appropriate rules. Sales personnel should know customer requirements for entertainment and gift giving and not violate any customer rules in this area.
6. Sample expense and management
- a. Sales personnel are responsible to manage all sample requests from their accounts and assure the expenditure is valid and warranted.
 - b. Responsible to complete all requests and related forms correctly.
 - c. Have a full understanding of requirements - production, KIT price, share, forecast, actual order, application, etc. Complete a review and analysis on all sample requests.
7. Market and Competition
- a. Have an understanding of the competitor’s position in the market, advantages and disadvantages v. TY technologies and products.
 - b. Maintain an up to date knowledge and understand of all TY product offerings.
 - c. Stay current with electronic component trends.
8. Other
- a. Sales Expansion Theme Activity.
 - b. Reference Design and Tax Credit Reporting.
 - c. Data, Sample and Specification Requesting as needed.

Level 2 – Senior Account Managers and District Managers

In addition to the basic sales requirements –Senior Account Managers and/or District Managers are required to meet the following duties.

- 1. Supervisory duties
 - a. Show leadership and a capability to manage staff.
 - b. Understand all UTY rules and regulations as they relate to employees and management.
 - c. Provide regular and up to date feedback to employees on performance issues.
 - d. Address critical performance issues on an immediate basis and follow through with the appropriate disciplinary actions.
- 2. Time Management and basic supervisory duties
 - a. Daily, weekly and monthly schedule responsibilities to assure efficient use subordinates time.
 - b. Schedule the daily and monthly task clearly.
 - c. Conduct regular review of the subordinate’s customer visit schedule in relation to overall strategic goals.
 - d. Perform regular follow-up to assure time is being spent in line with operating plan goals.

<u>PHYSICAL REQUIREMENTS:</u>	0-24%	25-49%	50-74%	75-100%
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SEEING: X
 Must be able to read reports and use computer.

HEARING: X

Must be able to hear well enough to communicate on phone calls and meetings.

STANDING/WALKING/MOBILITY: X

CLIMBING/STOOPING/KNEELING: X

LIFTING/PULLING/PUSHING: X

FINGERING/GRASPING/FEELING: X
Must be able to write, type and use computer and phone system

TRAVEL REQUIRED X

MENTAL DIMENSIONS:

Must have the ability to read and interpret complex, detailed documents.

PHYSICAL DIMENSIONS:

Medium Work: Exerting up to 5 pounds of force occasionally

Note: The statements herein are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of personnel so classified.