



Position: Tile Lead

Job Description

Tile leads responsibility is to grow and build North Star Ag's tile distributorship into a large consistent part of the business and make North Star Ag the tile destination of North Dakota.

Report: Directly to Zane Erickson, President

Responsibilities

- Grow our tile business 50% year 1, 50% year 2, 20% year 3 & 10% every year after that
- Time split: 50% out in country visiting customer, 50% office/delivery/inventory
- Network with industry professionals
- Prospect and visit customers on a regular basis
- Relationship building with customers (provide occasional lunch, marketing/clothing, help move tile around, etc)
- Customer entertainment/networking (taking customer to events/shows/educational seminars)
- Managing tile inventory in yard
- Managing tile orders & all billing
- Managing the tile price list and assisting marketing manager with the marketing efforts
- Managing tile programs throughout the year.
- Attending one furthering education class/event seminar/course
- Attending farm shows

Education/Requirements:

- High school diploma or equivalent required, college degree preferred, agriculture experience is beneficial.
- Significant work experience in customer service or sales strongly preferred.
- Highly motivated and target driven with a proven track record in sales.
- Able to memorize product specifications and demonstrate use accurately.
- Must be reliable and punctual.
- Desire to continue to develop skills and knowledge.
- Excellent selling, communication (both written and verbal), and negotiation skills.
- Outstanding interpersonal skills and a positive attitude.
- Articulate and well-spoken with excellent phone and email etiquette.
- Strong work ethic, self-motivated.
- Always demonstrate honesty and integrity.
- Excellent knowledge of MS Office.



- Prioritizing time management and organizational skills.

On the job training:

- Spend a week in ADS tile plant
- Spend week or two tiling with Buhr Erickson farm guys
- Help shop techs set up machines, doing demo/setups/etc
- Training on how to draw up drain tile plans

Hours: Monday-Friday 8 am-5 pm or as needed, in winter and summer. Monday-Friday 8am-6pm and Saturdays 8 am-3 pm or as needed in spring and fall.

Benefits Package:

Health Insurance Benefits: We will pay up to 50% of an individual/family plan. Blue Cross Blue Shield ND Group plan, Blue Saver 3000, \$6000 family deductible and out of pocket max, with individual being \$3000.00. Waiting period 60 days after start. More information will be provided.

401K Matching program. North Star Ag will match 3.5% if the employee puts in 6%. Waiting period, 1st of next month following your 1 year anniversary.

Vacation Pay (includes sick leave, PTO, holiday, personal leave) will accrue at 40 hours after 6 months of employment. An additional 40 hours at 1 year of employment.

Paid Holidays: New Years Day, 4th of July, Labor Day, Thanksgiving, Christmas.