



SALES REPRESENTATIVE

PALLADIUM
DEPUIS 1947



This is an exciting position as an **Independent Sales Representative** of a beloved brand that is known as one of the footwear industry's most respected companies. This opportunity is for a highly motivated and entrepreneurial sales professional to join the mission of the US Palladium brand as we expand in the US marketplace. As an independent sales contractor/sales agency, you will have the freedom to work within your respective region and specialty, while collaborating with a dynamic impact driven brand, to drive sales success with national & regional retail partners. As the Independent Sales Representative, you will report to the Director of Strategy and serve as a member of a vital team in the organization. In this role, you will: Implement effective sales strategies to meet or exceed monthly sales goals | Manage current customer relationships | Utilize strong dealer relationships to open new dealers and plan for future growth | Provide regular sales forecasts, market insights, and performance updates to the Director/Strategy | Utilize market research to identify new product and partnership opportunities.

Location(s): Seattle/Los Angeles/New York/Chicago/Dallas/Charlotte/Atlanta/Miami

For qualified sales representatives, please email cape@palladiumboots.com

Who we are:

For more than 70 years, we have been making footprints in history as the trusted choice for explorers of all stripes. As athletes play faster, artists dream bigger, and brave citizens fight for justice and a freer world, we're on the side of those who want to challenge the status quo. From the artist's studio to underground raves, from the battlefield to the frontiers of scientific discovery — ever since making our first pair of boots, Palladium has stayed at the heart of the action, serving bold individuals who dared to reshape our world.

Our culture is rooted in the principles of **INNOVATION, CREATIVITY, INCLUSION, DIVERSITY, EQUITY, PASSION, PERFORMANCE** and **FAIRNESS**.

We empower our team members to embrace their creativity, knowledge, skills and to push forward and deliver excellent results. By joining our family, you will be immersed in an environment of incredibly supportive and collaborative people. We work hard across a multitude of initiatives to bring the passion of Palladium to life.

How you make a difference:

- Cultivate relationships with key accounts and retailers to secure new business opportunities.
- Develop and implement sales strategies to expand market share and achieve sales targets.
- Utilize your network as well as Palladium provided POS, Co-Op, and marketing support to drive sell through.
- Provide exceptional customer service to each dealer.
- Collaborate with cross-functional teams to manage product development, production, and delivery timelines.



- Pre-line future seasons with key dealers; Forecast future sales on a seasonal basis.
- Attend trade shows and showroom events to promote products and build relationships with clients and partners.
- Negotiate pricing and terms with key accounts and partners while maintaining profit margins.
- Maintain accurate records of sales, inventory, and expenses.

What success looks like:

- **Generate Sales Leads**
 - Identify and pursue new sales opportunities through research, networking, and cold calling.
 - Follow up on leads provided by marketing campaigns, referrals, or inquiries.
- **Customer Engagement**
 - Build and maintain relationships with customers to understand their needs and preferences.
 - Provide product demonstrations and presentations to showcase the features and benefits of the offerings.
- **Sales Process Management**
 - Manage the entire sales process from prospecting to closing deals.
 - Negotiate terms and conditions of sales agreements within company guidelines.
 - Prepare and present sales proposals and contracts to potential clients.
- **Achieve Sales Target**
 - Meet or exceed monthly, quarterly, and annual sales targets.
 - Develop strategies to drive sales growth and expand customer base.

What you bring to the table:

- **Product Knowledge**
 - Stay up-to-date with product knowledge, industry trends, and competitor offerings.
 - Educate customers on product features, pricing, and benefits.
- **Sales Reporting**
 - Maintain accurate records of sales activities, including sales calls, meetings, and follow-ups.
 - Prepare regular sales reports and forecasts for management review.
- **Customer Service**
 - Address customer inquiries, concerns, and complaints in a timely and professional manner.
 - Ensure customer satisfaction and strive to resolve issues to maintain long-term relationships.
- **Collaboration**
 - Work closely with the marketing team to develop sales strategies and promotional campaigns.
 - Coordinate with other departments, such as customer service and logistics, to ensure smooth order processing and delivery.



QUALIFICATION REQUIREMENTS:

Education and/or Experience:

- Bachelor's degree in related field preferred
- Minimum of 3 years of experience in apparel, hard goods, soft goods (wholesale sales)
- Proven track record of meeting and exceeding sales targets
- Major national and regional retail partnerships
- Strong understanding of wholesale and retail sales cycles
- Experience working with mission driven product development
- Familiarity with CRM software and Microsoft Office
- Ability to travel up to 75% of the time
- This role is 100% commission based, with no annual salary and no benefits offered.

Knowledge, Skills, Abilities, Aptitude:

- Relationships with key account partners, in surf-skate, juniors, fashion, lifestyle, giftable, street-wear, outdoor channels
- Excellent communication and presentation skills, both verbal and written
- Exceptional customer service, communication, time management, and negotiation skills
- Exceptional interpersonal skills and ability to build rapport with customers
- Ability to work independently and remotely
- Familiarity industry trends, buyers & retail landscape
- Passion for Mission-Driven initiatives
- Proactive mindset and problem-solving skills
- Strong organizational skills to manage multiple projects and deadlines
- Results-oriented with a focus on exceeding sales goals
- Valid driver's license and reliable transportation for client meetings and sales visits

Physical Demands:

- Sitting for extended periods of time
- Walking, standing for brief periods of time
- Dexterity of hands and fingers to operate a computer keyboard
- Prolonged visual acuity necessary to view video display terminal, VDT

Work Environment:

- Office



The preceding functions have been provided as examples of the type of work performed by employees assigned to this job classification. Management reserves the right to add, modify, change, or rescind work assignments and to make reasonable accommodations as needed. Performs any additional duties as required by the company leadership.

K-Swiss Global Brands provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Print Name: _____ Signature: _____

Date: _____ Department: _____

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