

Job Posting End Date

11-29-2024

The Company expects to accept applications for this position until the posting end date but encourages interested applicants to apply as soon as possible.

Covering the Denver and Colorado Springs market

POSITION SUMMARY: Within a designated market, a Sales Representative - Recycling is responsible for identifying leads, proactively prospecting and selling recycling services to commercial, Industrial and recycling customers to drive volume of recyclable materials into Republic Services' Recycling Centers to meet and exceed the Company's target profitable growth and contribute to the Company's environmental goals.

PRINCIPAL RESPONSIBILITIES:

- Identify viable leads, manage prospects and sell recycling services to new and existing customers to drive volume of recyclable materials into Recycling Centers managed by the Company to meet and exceed the Company's revenue goals.
- Develop and implement sales and marketing action plans, including key objectives, in support of the sales and overall recycling goals.
- Generate and provide sales leads for other sales opportunities to the appropriate sales representative in the market to capture additional revenue.
- Build long-term relationships with prospective and existing clients in designated market.
- Develop and maintain an awareness of commodities market and competitive trends in designated market to anticipate changing customer needs; proactively manage customer base.
- Prepare and deliver sales presentations to grow existing and prospective client base; follow up with key decision makers; prepare sales contracts, including price quotes, credit terms and services.
- Maintain a thorough knowledge of the Company's available services and pricing structures and offers additional services to existing commercial, industrial and recycling clients, as appropriate, to grow targeted revenue and contribute to Company goals and objectives.
- Meet regularly with Sales or Operations Manager, as appropriate to review weekly sales activities and prospective customer calling activities.
- Track all prospective customer information on required reporting format.
- Maintain current knowledge of all federal, state and local environmental laws and regulations regarding recyclable materials; participate in company-sponsored training courses, meetings and discussions regarding the classifications and characterization of recyclables.
- Build relationship and increase Company visibility through participation in Company-sponsored events and activities, as required, which may include trade shows and chamber of commerce events.
- Prepare all required Customer Service Agreements ("CSAs"), Contact Resource Management entries and other reports in a complete, accurate and timely manner.
- Respond in a timely fashion to all customer and prospective client inquiries.
- Perform other job-related duties, as required.

QUALIFICATIONS:

- Professional presentation; is confident, assertive and displays a high level of self-esteem.
- Good time management skills to ensure assigned responsibilities are completed in an efficient manner.
- Good communication skills; is able to effectively communicate to all levels of management, both internally and externally.

- Strong active listening skills; gives full attention to what other people are saying, taking time to understand the points being made, asking questions when appropriate, and letting others fully state their ideas.
- Grasps concepts quickly and has good follow through skills; adheres to work schedule and follows through on challenges as they arise; maintains a positive outlook.
- Has the ability to identify the information needed to clarify a situation; seeks information from appropriate sources; has the ability to tackle a problem using a logical, sequential approach and can anticipate the implications of actions.
- Good written and verbal presentation skills.
- Is self-motivated; maintains a feeling of pride in work; has a strong work ethic and strives to achieve all goals; is competitive and has a strong drive to win; takes appropriate risks.
- Is trustworthy and maintains the highest level of confidentiality at all times.
- Is high energy, friendly and engaging; has excellent persuasion skills; can persuade others to change their minds or behavior.
- Has a service orientation; is actively looking for ways to help people.
- Two years of direct selling experience.
- Prior waste industry or service industry experience, including knowledge of various recycling commodities.
- Bachelor's Degree is highly desirable.

MINIMUM REQUIREMENTS:

- High School diploma or GED.
- One year of prior experience in a customer-facing sales role.
- Valid driver's license.

Pay Range:

\$52,850.00 - \$83,050.00 with a 30% monthly commission.

Bonus Plan Details (if applicable):

Rewarding Compensation and Benefits

Eligible employees can elect to participate in:

- Comprehensive medical benefits coverage, dental plans and vision coverage.
- Health care and dependent care spending accounts.
- Short- and long-term disability.
- Life insurance and accidental death & dismemberment insurance.
- Employee and Family Assistance Program (EAP).
- Employee discount programs.
- 401(k) plan with a generous company match.
- Employee Stock Purchase Plan (ESPP).

The statements used herein are intended to describe the general nature and level of the work being performed by an employee in this position, and are not intended to be construed as an exhaustive list of responsibilities, duties and skills required by an incumbent so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the Company.

Republic Services is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, protected veteran status, relationship or association with a protected veteran (spouses or other family members), genetic information, or any other characteristic protected by applicable law.