



XPO Logistics

Senior Vice President Sales, North American Transport

Charlotte, NC

<http://www.xpo.com/>

THE COMPANY

XPO Logistics (NYSE: XPO) is a top ten global logistics company serving more than 50,000 customers, including Ikea, Boeing, Disney and The Home Depot. Customers trust XPO with an average of 160,000 shipments and over seven billion inventory units every day. XPO places massive importance on innovation, believing that great technology in the hands of well-trained employees is the ultimate competitive advantage. XPO spends more than \$450 million a year on technology and employs global team of approximately 1,700 technology professionals, including over 100 data scientists. Its efforts are concentrated in four areas of innovation: automation and robotics, big data, visibility and customer service.

XPO is:

- The largest last mile logistics provider for heavy goods in the U.S., a more than \$13 billion sector that's estimated to be growing at five to six times GDP.
- Largest manager of expedited shipments in North America by ground, air and TMS technology;
- Second largest contract logistics provider worldwide, with the largest 3PL e-fulfillment platform in Europe;
- Second largest provider of less-than-truckload transportation in North America, and a leading LTL provider in Western Europe;
- Second largest freight broker worldwide, with the largest owned road fleet in Europe; and
- Third largest provider of intermodal and drayage services in North America.
- A top five global provider of managed transportation based on the value of freight under management, and a global freight forwarder with an integrated network of ocean, air, ground and cross-border services.

Fortune named XPO a Most Admired Company and the fastest-growing transportation company on the Fortune 500. Forbes named XPO the top-performing U.S. company on the Global 2000, and one of America's Best Employers



XPO operates in 1,455 locations in 32 countries and over 95,000 employees. It is not reliant on the economy of any one country, region or industry. About 60% of its revenue is generated in the United States, 13% comes from France and 12% from the United Kingdom. Retail and e-commerce accounts for the largest portion of revenue at 29%, followed by food and beverage at 16% and consumer goods at 11%. XPO has tremendous room for growth as it currently holds less than 1.5% of the \$1 trillion addressable opportunity.

XPO Logistics' corporate headquarters is located in Greenwich, Connecticut, and its European headquarters is in Lyon, France.

THE POSITION AND RESPONSIBILITIES

The Senior Vice President, Sales North American Transport, (SVP) will report to the President of North American Transport (NAT). S/he will be charged with the following:

- Develop, plan, and execute operational support and sales strategy redesign that gives clarity to designated accounts across the organization and provides a total repository of account data to the sales teams to maximize efficiency and optimize sales execution.
 - Develop and analyze performance metrics data to leverage and maximize the NAT sales strategy and cross functional sales capabilities to deliver EBITDA goals.
 - Work with the Salesforce team to develop NAT reporting, sales campaign execution tracking, and other reporting to effectively measure performance and execution
 - Effectively manage sales expenses and manage profitability reporting as it relates to field metrics.
- Work with NAT President, Business Unit Presidents and other cross function leaders to create and maintain a world-class Sales culture, focused on delivering sales results by providing ongoing coaching and development of sales staff.
 - Responsible for the overall growth and development of Tier2 accounts
 - Serve as the main point of contact for Sales team, coaching and providing feedback to optimize their sales approach and address most general business issues.
 - Work closely with Sales team and the Pricing Analysts to address contract issues or concerns and to ensure the timeliness of contract review.
 - Work cross functionally to assist the NAT sales team in executing the cross-selling strategy
- Responsible for the development and implementation of new processes and procedures for effective and efficient team operations.
 - Act as centralized sales operational contact
 - Build organizational structure to execute Sales strategy
 - Design compensation structure to execute Sales strategy
 - Manage a successful Sales Operations team and ensure that the team consistently meets or



exceeds daily performance metrics.

KNOWLEDGE, SKILLS AND ABILITIES

Analytical Skills

- Strong aptitude for understanding and analyzing large amounts of data from multiple sources.
- Develops insightful, value-added and actionable analyses with detailed explanations regarding drivers of those results.
- Strategic thinker with demonstrated understanding of long, medium and short-term customer and vendor relationships.

Communication Skills

- Excellent negotiation skills to deal effectively with individuals and groups within and outside the organization.
- Utilizes variety of interpersonal styles and communication methods to effectively adapt to new work structures, processes, or cultures.
- Demonstrates group presentation skills and excellent negotiation skills to deal effectively with individuals and groups within and outside the organization.

Time Management Skills

- Provides timely and professional support to all internal/external customers and vendors.
- Prioritizes regular workload, special tasks and concurrent projects, allocating time and resources to ensure that work is completed accurately and efficiently within established time frame.

Leadership Skills

- Proven leadership and collaboration skills with the ability to effectively supervise, coach and influence employees.
- Performs with high level of initiative exhibiting persistence and willingness to stimulate new ideas within the organization.
- Takes calculated risks, makes strategic, results-oriented decisions, and accepts responsibility for the results (positive or negative).
- Establishes and maintains effective, collaborative work relationships both internally and externally.
- Maintains strict confidentiality

Technical Competencies

- Strong fluency in Windows applications and Microsoft Office programs, such as MS Project, Word, Excel, Access and PowerPoint.
- Ability to create complex formulas in MS Excel; create queries in company software applications.
- Experience with systems/technology business applications. Should be able to demonstrate the ability to understand what technology applications can accomplish in a highly transaction oriented,



geographically

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REQUIRED AND PREFERRED QUALIFICATIONS

- 10-15+ Years Sales and General Management Experience
- Bachelor's degree or higher.

APPLICATION PROCESS

All inquiries, nominations and applications are to be directed to XPO@dubrof.com. Applications should include a letter of interest, writing samples and resume in MSWORD. Please indicate in your cover letter where you learned of the opportunity. NO PHONE CALLS PLEASE. Only those candidates invited for screening will be contacted.

XPO Logistics is an equal opportunity employer and does not discriminate against employees or qualified job applicants based on race, religion, color, sex, age, national origin, disability, veteran status, marital status, sexual orientation, gender identity, genetic information, or any other status or condition protected by applicable law. This policy extends to, but is not limited to, recruitment, selection, compensation, benefits, promotion, training and termination.