



XPO Logistics

SVP Strategic Account Management

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

THE COMPANY

XPO Logistics (NYSE: XPO) is a top ten global logistics company with 1,444 locations in 32 countries and over 90,000 employees. More than 50,000 customers like Ikea, Boeing, Disney and The Home Depot turn to XPO to manage their goods more efficiently throughout their supply chains. Customers trust XPO with an average of 150,000 shipments and over five billion inventory units every day. XPO is credited with the ability to handle more expedited shipments than any other freight manager. It employs over 1,600 IT specialists and invests \$425 million each year in technology.

XPO is both the second-largest freight brokerage provider and the second-largest contract logistics provider in the world as well as the second-largest less-than-truckload (LTL) carrier in North America. It is one of the top 20 truckload carriers in the United States. XPO is ranked #17 among innovative growth companies and #263 among America's best employers by Forbes. In Europe, it has the largest owned trucking fleet and the largest platform for outsourced e-fulfillment. In June 2016, XPO Logistics joined the Fortune 500 for the first time. One month later, XPO was named the Fortune 500's fastest-growing company.

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

THE POSITION

The SVP, Strategic Sales Management is responsible for the overall direction and leadership of a Vice President-level Strategic Sales team that is tasked with increasing business opportunities and generating profitable revenue from key strategic customers. This role will lead a team of 10-15 Vice President, Strategic Account Managers to drive growth across multiple geographies and industries and is responsible for evaluating and implementing sales initiatives to improve win rates. The role is responsible for coaching, mentoring, evaluating and motivating the team. The SVP can be located in New York, New Jersey, Ohio, Wisconsin or Pennsylvania and will be expected to travel 50%+.



RESPONSIBILITIES & DUTIES

- Develop an in-depth knowledge of XPO's core products, and utilize this knowledge to successfully lead and motivate a 10-15-person Strategic Sales Management team.
- Act as a centralized sales leadership contact to liaise and partner with internal customers.
- Support key sales initiatives and metrics including:
 - Assist in developing and executing on sales and business functional strategies
 - Partner with Sales Training to oversee the effective delivery of sales training and development programs
 - Effectively manage expenses to ensure delivery of internal gross margin goals including oversight of personal and team T&E budgets.
 - Ensure that the team consistently meets or exceeds sales performance metrics.

Work with the COO, Chief Customer Officer, and the SVP Global Sales Operations to create and maintain a world-class Sales culture, focused on delivering results by providing ongoing coaching and development of sales staff. 10%

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.

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.
- Demonstrates ability to create complex formulas in MS Excel; create queries in company software applications.

REQUIRED AND PREFERRED QUALIFICATIONS

Minimum Required Education: BS/BA degree in marketing, business, management or related area is required

Minimum Required Experience: 12-15 Years Sales Experience with specific experience in the Transportation, Logistics or Supply Chain industries and 5+ years proven sales leadership experience with a track record of demonstrating sustained success in strategic account sales and sales management. Must also have experience managing a strategic sales team of 5 individuals or more and be experience with CRM technology applications with the ability to understand what CRM technology applications can accomplish in a strategic and geographically dispersed sales team.

Desirable Education/Experience: BS/BA degree in marketing, business, management or related area with 15+ years Sales Experience with specific experience in the Transportation, Logistics or Supply Chain industries and 8+ years proven sales leadership experience with a track record of demonstrating sustained success in strategic account sales and sales management. Direct management of a geographically dispersed sales team for a Transportation/Supply Chain company

APPLICATION PROCESS

All inquiries, nominations and applications are to be directed to XPO@dubrof.com. Applications should include a letter of interest and resume in MSWORD. Please indicate in your cover letter where you learned of the opportunity. NO PHONE CALLS PLEASE.

Please note that 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.