

**Job Title: Poultry Sales Representative**  
**Report to: Poultry Sales Director**

Native Microbials is a growing biotechnology company based in San Diego, CA.

**About Native Microbials**

Native Microbials is a leader in advancing the animal health and nutrition industry through advanced science. Harnessing a proprietary technology platform that decodes the microbial ecosystem in and on animals, Native is able to create and deliver world-class products for animals, from animals. With headquarters in San Diego, Native Microbials maintains multiple field and production operations worldwide. Visit [NativeMicrobials.com](https://www.NativeMicrobials.com) to learn more.

**The Position and You:** The Poultry Sales Representative provides complete and appropriate solutions for every customer in order to boost top-line revenue growth, customer acquisition levels, and profitability. This position is responsible for working in their respective territory to understand and identify customer needs, by selling poultry division products, supporting brand interest activities to attract customers to Native Microbials products, and ensuring that the division is viewed as bringing value and innovations aligned to our strategic focus on *healthy animals around the world*.

**Primary Responsibilities:**

- Identify prospects for company, including but not limited to feed companies, premix companies, distribution or other channel partners, independent nutritionists and/or veterinarians and livestock producers.
- Ability to provide, explain and lead customers and prospects to an understanding of the product value proposition. This includes developing and participating in strategic and tactical business growth discussions with customers.
- Develop, execute and frequently review annual sales strategy/plans for assigned accounts/geography based on strategic importance, understanding of market, firsthand customer information, and alignment with regional and US strategies.
- Identify and build relationships with primary point of contact for assigned customers, meeting with key personnel and/or decision makers to understand customer needs and identify business opportunities.
- Ability to organize and present technical product information to key decision makers.
- Monitor product performance and customer satisfaction and provide feedback to the company as required.
- Outline strategy for relationship building, solutions, and potential offerings for customer resulting in sales opportunities.
- Develop sales forecasts (by account, product, volume, etc.) to support efficient production planning and raw material purchasing.

- Work collaboratively across all species teams to foster a one Company approach to enhance knowledge of the entire product portfolio.
- Maintain an expert working knowledge of all products in and out of the division of focus.
- Build multi-level and cross functional relationships with strategic new customers.
- Effectively communicate relevant customer, industry, product, and market trends appropriately through the organization.
- Assist in the introduction and representation of products through trade shows, seminars, conferences and other industry opportunities.
- Responsible for developing and meeting learning and development objectives agreed upon with leadership.
- Other duties as needed.

**Required Qualification and Experience:**

- B.S. in Agriculture or relevant experience considered in lieu of degree or 3 + years sales or poultry industry experience.
- Demonstrated professional sales skills, including effective communication and organizational skills.
- Ability to close-the-sale. Understanding and experience in the selling cycle is critical.
- The ability to communicate technical information effectively, written and oral.
- General computer skills including working knowledge of Word, Excel and PowerPoint.
- Self-starter, independent thinker; ability to make decisions.
- Ability to work independently.
- Must be able to travel weekly.
- Strong commitment to customer excellence and needs.

**Preferred Qualification and Experience:**

- 5 + years poultry industry sales experience.
- Previous sales experience and demonstration of sales success.
- Passion for the poultry industry.
- Bilingual: English and Spanish.

**Working conditions:**

- Ability to travel up to 50% of the time
- Minimal international travel required for geographic expansion and product launch efforts
- Occasional weekend requirements for industry meetings, conferences, customer events/outings etc.
- Field work in farm settings is expected and required, which may require long periods of standing.

Native Microbials is an Equal Opportunity Employer and offers a competitive salary, bonus, benefits package and wellness program.

