

Culinary Sales Manager

About the Role

This position has a key role in both our sales and product development teams, focused on growing our culinary-driven value-added products to foodservice and national chain accounts. The scope of this position includes new product innovation, project management, recipe formulation, benchtop prototypes and sales support. You will be responsible for driving project workstreams, meeting timelines, ensuring professional accountability and successful execution of assigned projects.

This position works closely with a multidisciplinary team and collaborates with cross-functional internal and external leaders, including but not limited to R&D/Culinary, Q/A & Q/C, Sales, Supply Chain, and Marketing in an effort to align objectives, needs, and activities that will grow the business.

To be successful, you must be self-motivated, flexible, and have a passion for creating positive change in a fast-paced environment. You need to be extremely organized and detail-oriented, while having a balance between creativity and pragmatism. You need to be an industry leader who is focused on driving disruptive innovation.

Key Responsibilities

- **Customer Relationships:** Primary responsibility for defining, executing, and developing relationship building strategies with customers' product development teams. Deliver customer insights (strategy, decision-making, and tactics) to the National Account team and company leadership, with a culinary lens.
- **Team Leadership:** Lead and guide internal company teams on project management. Responsible for determining resource allocations on new opportunities.
- **Planning:** Collaborate closely with sales team to develop achievable annual growth plans and sales targets. Shared accountability with sales team to deliver on annual growth and strategic plan.
- **New Business Development:** Support company leadership & internal teams to identify, develop, and commercialize new products, accounts and channels that have a strategic fit within our current capabilities.
- **Communication:** Communicate regularly and effectively on account activity to internal teams.
- **Culinary Focus:** Works closely with the Culinary Development and Marketing Teams on concept & product development.
- **Product Development:** Conduct in-depth menu analysis, complete application development supporting Research and Development team. Support our development process from bench to commercialization for new products, including recipe formulation.
- **Administration:** Manage the administrative, project management, and sales reporting details of this position, including weekly travel schedules and expense management.

Job Specifications

- **Culinary Sales Experience:** Proven track record of building relationships, negotiating, and discovering opportunities with customers.

- **Culinary Focus:** Proven track record working with food service culinary development and marketing departments. Providing new concept development for LTO and core menu development.
- **Formula Development:** Solid knowledge of formula writing to help guide the Culinary Development Team on product development. Minimal bench work.
- **Understanding of Foodservice Manufacturing:** Products, supply chains, and go-to-market approaches.
- **Business Acumen and Problem-Solving Skills:** Demonstrated ability to assess complex situations, make tradeoffs, and deliver complex solutions.
- **Communication:** Demonstrated influence, persuasion, communication, and interpersonal skills.
- **Relationship Development:** Demonstrated relationship development strengths and track record of negotiating and problem solving in various customer cultures.
- **Live by the Rubix Core Value "Blocks":** You must be Bold, a Leader, Open-minded, Creative, Knowledgeable, and Selfless.

Travel

- Willing and able to travel, up to 70% of the time to customer locations and off-site events, as well as various plant locations across the country.

Qualifications

Required:

- Minimum 5-7 years of culinary sales experience either nationally or regionally
- Significant knowledge of proprietary development and customer menu development processes
- Passion for food
- Entrepreneurial attitude and drive
- Conceptual understanding of financial/commercial/margin management
- Demonstrated communication, leadership, and interpersonal skills
- Culinary degree or certificate
- Bachelor's degree preferred
- Willing to relocate to Florida

Compensation

- Commiserate with experience
- Bonus potential
- Car allowance
- Retirement and health coverage

Location

- Florida
****This is not a remote position****