



Sr. Director of Sales

Michigan Milk Producers Association, a leader in Michigan's dairy industry, is seeking a Sr. Director of Sales to join our team. Michigan Milk Producers Association is the 10th largest dairy cooperative in the United States with approximately 2,000 dairy farmer members in Michigan, Indiana, Ohio and Wisconsin.

Your Mission

Directs bulk milk and fluid milk sales, as well as sales of dairy ingredients (including but not limited to butter, powder, cream, and condensed skim, etc.) manufactured at association owned plants to maximize return to cooperative owners. Primary sales contact for our largest customers or more complicated product sales.

Responsibilities for MMPA business include:

- Develop talent within the sales department to foster a highly effective department structure
- Act as a mentor and leader to guide individuals in the right direction and facilitate team progress
- Support staff development and succession planning initiatives
- Responsible for budgeting, price forecasting, projecting volumes that need to be secured, known and potential quantities
- Responsible for customer relationships including growth opportunities, responses to inquiries, and providing solutions to strategic initiatives
- Accurately solicit input from those we currently do business with or aspire to do business with
- Must understand capabilities of the cooperative, and identify areas for growth into expanding markets
- Understand and utilize systems to maximize efficiencies
- Responsible for communication with management and the board
- Oversee the planning and organization of weekly sales requirements within the constraints of milk availability and plant production capabilities
- Work with national and regional customers, brokers and industry export programs to profitably sell MMPA products
- Understand the cost structure of products in order to better understand profit opportunities within our product mix
- Makes pricing decisions for our product line. Develop and maintain product pricing strategies to meet corporate profitability objectives
- Participates in dairy price hedging tools for customers and inventory protection
- Maintain up to date knowledge of related dairy industry news, developments, and contacts in order to meet customer needs to MMPA's benefit
- Develop recordkeeping systems that allow the orderly sale of inventory while minimizing holding costs. Maintain market research and complete annual reporting documents for MMPA sales
- Works with export marketers and governmental agencies to facilitate foreign sales opportunities
- Contribute to corporate goal development and show a strong commitment to the company and work towards continuous improvement
- Sets goals within the department and plan for subordinates to meet goals within reasonable timelines
- Develop the department's contribution to the overall profitability and performance of the



cooperative

- Manage bulk milk sales and the sales of fluid milk
- Work to ensure sufficient qualifications requirements
- Stay apprised of market influences such as the Federal Order System and any changes associated with it

Education:

- Bachelor's degree in Marketing, Business Administration, or related field required. Master's degree preferred.

Work Experience:

- 10+ years of broad-based sales and marketing experience a minimum of 5 years at a Sr. Management / Director level

Functional Competencies needed:

- Ability to work autonomously
- Capable of establishing a strategic vision
- Ability to foster knowledge exchange within and with other departments
- Collaborative communication approach
- Requires a resourceful and direct management style, must ask questions and seek resolution
- Utilize sound judgment
- Take the big picture view
- Capable of helping the organization align and gain buy in to strategic initiatives
- Ability to disseminate knowledge to other employees for the good of the coop

Managerial Competencies and Personal Skills/Attributes needed:

- Committed to achieve our mission through the leadership and guidance of a team.
- Challenged individual with open and new ideas.
- Drive change with a positive attitude.
- Interact with all levels and show empathy
- Develop an authentic relationship
- Shows value for different opinions, shows flexibility to different opinions.
- Shows interest to learn and share from others.
- Learns and interacts positively with the environment
- Willing to take action in a changing environment
- Analytical and problem-solution oriented mindset
- Shows passion for growth and development within a team



Company Features:

MMPA is one of the top dairy cooperatives in the nation. Our owners are 2000+ dairy farmers located in the states of Michigan, Ohio, Indiana and Wisconsin. MMPA markets its members' milk, guaranteeing a market every day for all member-produced milk.

BENEFITS

- Competitive salary incentive program
- Outstanding insurance benefits - Health/Vision/Dental
- Protection for the future - Life and Disability insurance
- Paid vacation time and sick time
- 401(k) plan with a generous company contribution
- Company provided pension

Together with our members and employees our association is positioned and planning for growth. Our benefits are attractive, and our future is bright.

Successful passage of drug test, background check, and criminal record check required.