



The Basics:

We are looking for the right person to join our team.

This opportunity is a career security sales position fielding inbound calls, developing consultative relationships with those prospects, solving their problems and closing sales in a mutually beneficial manner. Training will be provided on our sales/consulting process and our specialized drafting and system design software. Of course, the right candidate must be a strong closer, but should heavily consider their ability to problem solve and consult for the betterment of the client, and make sales from that perspective. Then leveraging that success to win more business and create a long term relationship with their clients.

Sales experience is required, and experience in the security field is also expected, though, a quick learner with the right personality and qualifications could very well land this job without industry experience after some training. We are big on ongoing training, even for our veteran employees. The ability to interpret site drawings and anticipate problems is critical, as is the ability to use computers and learn our drafting software. We prefer an expert in the field, however, we are quite adept at growing our own experts, our hiring process is about getting the right person on the team, not just the right resume.

The sales cycle is 2 weeks to 4 months, so the person applying should have experience with consultative selling and building relationships, these are high value sales and the decisions take time. The clients are in and around Indianapolis, you will be expected to provide your own reliable and clean transportation, though fuel expenses can be reimbursed. We are a leader in this market and have credibility and expertise to solve any problem that may arise for our clients while often doing it at a lower price point, with strong margins.

Because we are a smaller company, you will also occasionally be asked to assist with critical tasks that are "not your job." Sometimes, this can lead to a new position as we grow. If that is an issue, please do not apply. We take the team seriously, its not just lip service.

The Money:

There are some perks and bonuses that come with this position. Immediately available is a company paid smart-phone. After the initial 90 day probationary period, there is a \$1000.00 sign on bonus, quarterly cash bonuses, paid time off and other performance based bonuses and the ability to move into positions with more responsibility and pay. This position starts as a commission based position, moving into a non-revocable draw plus commission after 90 days. We will only be hiring one person, this is not part of a churn and burn sales operation. The right person will be here for a long time and will earn additional compensation in the form of a company vehicle and 401k with an aggressive company match and a scholarship for the children of all employees seeking secondary education.

The Company:

Hoosier Security is a fiercely independent security solutions provider. This independence allows us to serve our customers with the right solution for them leveraging all major manufacturers and our own lines of OEM equipment expertly set up and configured on a case by case basis. Our warranty is unbeatable and our standards are high. We don't play the games that plague the rest of the industry and are driven by serving our customers the best way possible.

The Rules:

Our Immutable Laws help to shape the way we do business. All customers, vendors, employees and contractors must follow these rules:

NO Interpretation Required -

We speak plainly, openly, honestly and bluntly. We say what we mean and mean what we say.

Simply Effective -

Sometimes the best solution is the simplest one. Always seek out the best solution.

No Jerks Allowed -

Life is too short to deal with jerks. Don't be one, Don't do business with one.

Find It and Fix It -

The problem is our enemy. Dig deep enough to find it, then fix it. Always.

Corners Have Rights -

We respect corners. Corners hold up buildings! We don't cut corners.

Education:

High school diploma or GED

Some college preferred

Experience:

Minimum 3-5 years experience in accountable sales. Retail does not count. You must show you know how to solve problems to earn someones trust and their business.

We prefer 2 years or more experience in security sales. You dont need to be an expert per say, but you do need to have a solid footing of the basics of CCTV and how its components work. If you are an expert, then please do not let the low requirement deter you from applying. It is just an indication that we are able to provide training.

Preferred Skills and Attitudes:

Excellent communication skills, including listening and collaborative problem solving.

Self-Motivated and quick learner.

Must be computer literate and quick to learn software.

Must have solid reason-based decision making skills.

Other:

Must have reliable means of transportation to our office in Downtown Indianapolis

Must have a clean criminal record due to the nature of our business, this requires that you pass a background test.

TO APPLY:

To apply please send an email to Jobs@HoosierSecurity.com and include the following three components:

1. A quick resume outlining your experience and accomplishments WITH your contact info.
2. One paragraph describing why you believe you are an effective sales person.
3. What is your weakness when it comes to performing this job?