



Regional Sales Manager - Fire Apparatus Products (North East)

Calling all Firefighters! Rapid-growth lighting business seeks to add driven first responders (or former first responders) to their outside sales team.

Are you the type of firefighter who want's to be second due to a box alarm in Jobtown?! We hope not! If you're worth your salt, you're probably fighting tooth and nail to beat the first due in their own district. You know the feeling of being in the right place at the right time and you're guilty of wearing the uncontrollable grin every firefighter has when they see the crew on the scheduled first due engine rounding that last turn from the front lawn of the working job. There's something about that oh-so-sweet taste of victory that drives you. And shoot, the fact that getting there quickly helps you save lives? Yes, please! You know what? This type of drive could give you a serious advantage in the world of sales.

Are you into technology and business? Could you see yourself spending your days traveling around the country, working with fire departments, and helping them configure some of the brightest and most unique trucks ever designed to help them serve their communities? Have you ever been accused of being the "lighting guy" at your department?

If you are (or were) ever the person above, we've got an opportunity for you...

HiViz Lighting is the home of the FireTech brand and we manufacture lighting technologies for fire apparatus and other emergency vehicles. We're assembling a team of ravenous, competitive professionals who will help us to help firefighters save lives. In a world where the running joke is that the fire service is 200 years of tradition unimpeded by progress, we refuse to back down and we fight for every opportunity to reduce response time, improve visibility, and make positive impacts in our communities (even if that means breaking with tradition and re-inventing the way people do their jobs). You don't have to love the European-style fire helmet, but you have to at least love the invention of the SCBA and the FireTech Brow Light. Changes in our industry don't come easy but, when they do, they are revolutionary. If you think you've got what it takes to wear the FireTech patch, become a part of the growing brand, join the club, and overthrow the market, we want to hear from you!

Here's what this opportunity isn't:

This isn't a part time gig, so it does require either full-time dedication to the FireTech brand (i.e. it won't fit in on your off days from a career agency). However, if you're a volunteer firefighter or you're looking for a way to stay connected to the fire industry while making a transition off of the rig, this may be right for you.


This isn't a cushy "work from home desk job" where you can pretend to be "at work" but really hanging out playing halo and going to the gym all day. This position involves visiting fire departments and other public safety agencies, participating in customers' training nights, doing "demos" after dark, presenting the FireTech brand and products to customers, and

logging many days and nights of travel. We don't care if you decide to squirrel calls and crash at fire houses (if they'll have you) or stay in hotels, but we don't want to mis-set expectations... this is a position fit for a road warrior and someone who loves being in the field.

What does winning look like?

- Become totally immersed in the culture of the FireTech brand and of our customers. Become a "need seeker" and listen to the market.
- Frequent travel to fire departments, dealers, and OEMs to demonstrate and showcase FireTech products.
- Embed in local fire service culture. Hunt events to attend, cultivate customer demand, and become present in the local fire service scene in your geographic region.
- Become an expert in all things lighting - configuration, application, installation, troubleshooting, and basic technical support (scene and warning lights).
- Attend public safety trade shows and events nationwide (as an exhibitor or observer).
- Set up and conduct product demonstrations with prospective dealers and end users.
- Frequent travel in company demo vehicles.
- Coordinate demonstrative product shipments and manage demo inventory.
- Enter all customer visits and communications into company CRM (i.e., HubSpot). Leave detailed notes, similar to a fire report.

Requirements:

- Must be a tech-friendly person. Apple Computer fans to the front of the line.
 - Email should not be the most complex thing you've ever done on a computer.
- Must be okay with appearance on various social media platforms (Facebook, TikTok, LinkedIn, Instagram, etc.).
- Experience working as a crew member on a fire apparatus or ambulance is required.
- Mention in your cover letter or application that you read the line in the requirements with the firetruck icon in  Why? Because details matter and most won't read the whole document.
- Familiarity with electrical systems and components a plus.
- Proficiency in Apple's Keynote, Pages, and Numbers (or Microsoft Office suite - Powerpoint, Word, and Excel).
- Valid Class C driver's license (i.e., regular driver's license) required with clean driving record and no criminal history.
- Ability to pass a DOT physical and hold a DOT MED card is required.
- Ability to pass a drug test prior to onboarding is required.
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- Must be able to lift and move a min. of 50lb. frequently and participate in warehouse operations as needed.
- Experience working with a CRM is preferred, but we can teach this.
 - Specifically, working with HubSpot platform is a bonus.

HiViz Lighting INC is a First Responder based business whose mission is to help first responders work more safely and effectively after dark, so that they can save lives. We accomplish this by developing innovative, market leading lighting technologies. We have a team-oriented culture, comprised of self-motivated individuals who believe in working hard, having fun and always striving to reach our potential both personally and professionally. We love people who can get nerdy about something, who value being with good people and who take what they do seriously, without taking themselves too seriously!

We have a fairly in-depth **interview process**. It's so important that not only are you a fit for us, but that we're also a fit for you! These are the steps that you can expect:

1. Brief initial phone interview
2. In person interview
3. Complete DISC personality test
4. 2nd in person interview
5. Reference, Credit & Background check
6. Social get together with your spouse/significant other (if applicable)
7. Review of compensation plan
8. Offer

As a business, these are our **core values**. If you align with each of these, please read on!

- A defect free product is our policy
- We will be energetic, enthusiastic and tenacious in our work. But we will always do it with integrity.
- We will provide above and beyond customer service. We will communicate proactively and do what we say we are going to do.
- We will always remember that every customer is the most important customer
- We will enjoy our work, our team and our customers. Passion is key.
- We will lead from the trenches; nobody is too good for any job or task.
- We will admit when we are wrong or when something needs improving. We are not afraid to say "I don't know" and we will help each other overcome obstacles/find answers.
- We support all divisions of the First Responder Community

We love our people and care about our culture, we want you to feel the love which is why we offer the following benefits:

- A healthy work environment and team culture
- Health insurance (available immediately)
- Life and disability insurance
- 401k available immediately with a match available at 1 year
- Professional development and continuing education
- Team lunches