

NOW HIRING - Head of Sales & Distribution



The Head of Sales & Distribution plays a pivotal role in developing and implementing strategic sales and distribution initiatives to drive revenue growth and expand market reach for the company's products or services. This position involves overseeing a team of sales professionals and collaborating with various departments to achieve organizational goals with a focus on revenue creation. This role is responsible for strategic leadership and innovative thinking that is crucial in achieving our revenue targets and guiding our sales and distribution team towards achieving our organizational goals.

WORK HOURS:	Office hours (weekend and evenings as needed)
LOCATION:	Vancouver, Richmond or Victoria BC and as per the work-from-home policy
TERM:	Full Time Regular
DEPARTMENT:	Commercial
COMPENSATION AND BENEFITS:	Competitive wages, excellent benefits, and flight perks (including buddy passes and global inter-airline partnerships), discounts at local restaurants and partner organizations, staff events and much more!

Responsibilities and Expectations

- Develop and execute a comprehensive sales & distribution strategy aligned with Harbour Air's overall objectives.
- Build strong business plans, supported by goals & objectives to drive revenue growth.
- Identify market trends, customer needs, and competitive landscape and translate strategic decisions into tangible sales action plans for customers.
- Set sales targets, forecast sales volumes, and establish performance metrics to measure success.
- Develop and manage the sales and distribution budget, allocating resources effectively.
- Implement corporate and leisure sales programs to maximize penetration of market segments.
- Lead the negotiation of major contracts and sales agreements.
- Optimize the distribution network, ensuring efficient and timely delivery of inventory to distribution systems, OTAs and other partners.
- Analyze sales data, market trends, and customer feedback to continuously improve sales strategies and identify areas for growth.
- Generate regular sales reports and performance analyses and present sales results, forecasts, and strategic recommendations to the executive team.
- Build and maintain strong relationships; ensure retention of key customers.
- Lead, motivate, and manage the sales and distribution team, providing coaching, training, and guidance to ensure high performance, productivity and achievement of goals and objectives. Set individual and team sales targets, monitor progress, and provide regular performance feedback to team members.

Qualifications/Assets

IDEAL EXPERIENCE

- Proven leadership experience (8+ years) in sales management, distribution, or related roles, with a track record of achieving revenue targets, preferably in the airline or a related industry.

EDUCATION

Bachelor's degree in Marketing, Communication, Business or related fields; Master's Degree is a plus

CRITICAL CAPABILITIES

- Exceptional leadership and team management skills with the ability to inspire and develop a diverse team.
- Excellent written and verbal communication skills.
- Excellent analytical skills and the ability to translate data into actionable insights.
- Effective communication and interpersonal skills to collaborate with various teams and stakeholders.

JOB PROFILE - Your Flight Path to Success

- Proficiency in sales software (preferably Salesforce) CRM systems, and data analytic tools.
- Strategic thinker with a creative mindset and a willingness to experiment with new ideas.

ABOUT HARBOUR AIR

Harbour Air is North America's largest seaplane airline, a quintessential west coast experience offering up to 300 daily scheduled flights, charters, and scenic tours showcasing British Columbia's coast and beyond. Our people are the backbone of our organization, and we are committed to creating a culture that inspires one another to achieve extraordinary success. With around 500 employees and a fleet of 45 aircraft, Harbour Air serves 12 coastal communities in BC and Seattle, USA. The airline became the world's first and only fully carbon neutral airline and is strongly committed to being an industry leader on sustainable initiatives mitigating climate impact. Operating the world's first fully-electric aircraft is a testament to the phenomenal teamwork and culture that exist at Harbour Air. For more information, please visit www.harbourair.com

APPLY NOW: Email your resume and cover letter to jobs@harbourair.com quoting Head of Sales & Distribution (23-60)

DEADLINE: Open until filled

We thank all applicants for their interest, however only those candidates selected for interviews will be contacted.

Harbour Air is an equal opportunity employer, we are committed to Diversity and Inclusion and value a diverse workforce. Together, we continue to build an inclusive culture that encourages, supports, and celebrates the diverse voices of our employees. It fuels our innovation and connects us closer to our customers and communities we serve.

Harbour Air is committed to developing a barrier-free recruitment process and work environment. Accommodations in relation to the job selection process are available upon request. If you require any accommodation, please email jobs@harbourair.com and we'll work with you to meet your accessibility needs.