

JOB POSTING

Position: Junior Sales Director

Reports to: Vice President, Marketing & Sales

Job Type: Full Time

About rennie

rennie brings a thoughtful, trusted approach to the real estate industry, supporting our clients and communities for more than 40 years.

Founded on a people-first culture, our growing team of 130+ head office staff and 240+ real estate advisors work seamlessly together to deliver exceptional experiences and service. Collectively, we provide our clients with the confidence they need to make informed decisions when buying, selling, or building a home or community.

Life at rennie

- We have a people-first culture that fosters a vibrant workplace of collaboration, empowerment and opportunity to deliver exceptional experiences and service. Together, we drive each other's collective success.
- We are diverse—representing a range of skill sets, backgrounds and perspectives—but we are motivated by a common goal: being the most trusted resource in real estate.
- We work in a fast-paced environment, but we make time to celebrate each other and have fun with our colleagues, families and communities.
- We offer our employees a competitive salary and bonus program, as well as extended medical, dental, and healthcare benefits that include an employee assistance program, extensive mental health benefits and a healthcare spending account.
- We take time off to rest and recharge. In addition to statutory holidays, salaried team members enjoy paid vacation time and our home office also closes over the December holidays, as business allows.

About the Opportunity

Taking the lead from the Vice President, Marketing and Sales, the Junior Sales Director works directly with developers and rennie's marketing and sales teams to create and lead real estate sales programs. The Junior Sales Director role plays a critical part in managing the sales team and maintaining positive developer and realtor relationships to ensure the overall success of the sales projects.

Duties and Responsibilities

- Under the guidance of the VP, Marketing and Sales, manages 2 to 5 active developments and associated launches in any given year
- Undertakes necessary market and product analysis to support client and/or project requirements including but not limited to: Competitive Market Analysis, market pricing, product analysis and project pricing
- Leverages and builds upon the intelligence and market data cultivated by rennie to provide thoughtful market analysis on projects, markets, and trends to achieve sales targets, floor plan review and developing a price tower

- Responsible for partnering with developers to develop and present a sales strategy and plan that has been created in tandem with input and direction from senior leadership and in collaboration with the marketing plan
- Conducts weekly or bi-weekly meetings with developers to provide ongoing updates
- Works with Sales team to staff the project, implement systems and process on site including utilization of rennie platforms, and establishes reporting and follow up programs
- Plays an active and visible role on the sales floor, managing sales teams and campaigns
- Conducts site sales training and product training consistent with rennie standards
- Responsible for reviewing, collecting input on and communicating requirements related to project disclosure statements, product knowledge, sales programs, and purchase and sale agreements
- Acts as rennie and developer ambassador for outside Realtor outreach and engagement
- Reports to the Vice President, Sales and Marketing for oversight, execution, and implementation of sales planning, launch and roll out
- Works in collaboration with the project Sales Manager on coordinating sales team's communication efforts
- Works with the project marketing team to align project strategy
- Performs other related duties as assigned by the Leadership

Leadership Responsibilities

- Directly leads the sales teams and is responsible for interviewing, hiring, and training employees; planning, assigning, and directing work; career coaching and developing; appraising and managing performance; recognizing and rewarding employees; creating a respectful workplace
- Manages in accordance with rennie's programs and policies to create a thriving and engaging workplace
- Develops and oversees a budget in line with rennie's financial goals

Education and Experience

- Licensed under the Real Estate Services Act of BC
- Minimum 5 years' experience in real estate, brokerage & pre-sale practice
- Minimum 2 years' experience as site lead or other management experience

Desired Knowledge, Skills and Abilities

- Strong knowledge of local real estate market
- Collaborative, creative, flexible, and innovative team player with an ability to work effectively with peers, senior leaders, and key stakeholders
- Exceptional communication and presentation skills, always maintains composure and an action-oriented attitude
- Excellent problem-solving, and analytical skills with good judgment to make timely and sound decisions
- Strong administrative and organizational skills with the ability to manage priorities and workflow
- Demonstrated proficiency in supervising and motivating team members
- Proficiency in Microsoft Office Suite, Google Suite, and Salesforce

Working Conditions

- Our home office is located just outside of Granville Island in Kitsilano and this role is primarily office based with some flexibility to work remotely
- Ability to travel to project sites as required
- Vehicle or reliable transportation required

Salary Information

The typical base salary for this specific position is from **\$72,300 to \$90,400**. The salary offered is based on a number of relevant business and candidate factors including education, job-related knowledge, skills, experience, and organizational needs. We also have a performance based bonus program that supports our employees by recognizing exceptional individual performance and company success.

How to Apply: Are you interested in working for an industry leader alongside an amazing team? Please apply here: <https://bit.ly/3Y55egi>

We thank all candidates for their interest, however, only select individuals will be contacted.

I can't be me unless I let you be you. - Bob Rennie

At rennie, we understand that experience comes in many forms. We don't just accept differences, we celebrate them. We're proud to hire from a variety of backgrounds and are dedicated to adding new perspectives to our team.

For more information, please visit: <https://rennie.com/about>
