

JOB POSTING

Position: Vice President, Sales

Reports to: Managing Director

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 270+ 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

In this role, the Vice President, Sales is responsible for fostering and leading a culture defined by sales excellence and high performance with the goal to secure rennie's position as an industry leader. This role involves the attraction and development of talent, the implementation of thoughtful and innovative sales programs and standards to drive outstanding sales results for every project. As an accomplished sales leader with a proven track record in the real estate industry or the broader market, the Vice President, Sales will be instrumental in elevating the capabilities of our Sales team to enhance the company's ability to achieve our strategic objectives. This role will work closely with rennie consumer services to attract, grow and develop talent needed to support sales strategies. rennie is diversifying and growing, presenting a unique opportunity for this role to build and leverage client relationships and business development in new markets.

Duties and Responsibilities

Leadership and people development

- Leads by example in setting a culture of sales excellence, both within Rennie Developer Services (rDS) and rennie, and for rennie within the Industry.
- Promotes a collaborative team environment amongst the Sales Directors and Sales Advisors

- Ensures rDS is attracting, growing and retaining top sales talent from Sales Advisors to Sales Directors to meet current and future growth needs in collaboration with Rennie Consumer Services (rCS)
- Develops and implements industry-leading sales programs, encompassing training, performance management, and skills development for Sales Directors and their respective Sales teams, ensuring they consistently meet or exceed their goals and provide enhanced levels of service.
- Establishes and continually optimizes internal systems and processes for the Sales department and ensures they are adopted and meet the standards as defined
- Oversees project site sales staffing and ensures all sites are resourced to meet project needs/strategy and set up to optimize sales through team performance
- Represents rennie at industry events to promote the organization externally and supports business development as required
- Works closely with Technology and Sales Operations departments as the business owner for sales to ensure all technology and operations related systems are meeting current and future needs
- Performs other related duties as required by the company

Strategic planning

- Brings big picture thinking to sales at rDS in continuing to establish rennie as the leader in the new home sales industry
- Responsible for furthering the strategic objectives of the organization through the design, development, and implementation of short and long-term strategic priorities and goals for the Sales department within rDS
- Ensures that the Sales departments short and long-term strategic priorities and goals are met through thoughtful planning and ability to achieve results through their team
- Works collaboratively across divisions within rennie to meet strategic priorities within rDS Sales department or as other divisions require
- Collaborates closely with the Marketing department to ensure alignment in approach for delivery of both Sales & Marketing across projects
- Works directly with developers and Sales Directors on large projects to create and provide guidance on custom sales programs and initiatives

Revenue generation & cost management

- Continually seeks new channels, innovations, technology and big ideas that can set rennie apart from our competition through driving above market sales performance across our projects
- Collaborates internally with Brand & Communications and rCS to define sales programs, practices and policies to increase project sales revenue for rDS through rennie Sales Advisors
- Defines and leads broader realtor programs and opportunities to maximize realtor participation and loyalty across rDS projects to increase project sales revenue
- Ensures structure, systems and tools are in place to support to support new business development and client relations
- Ensures company wide cost of sales targets are set and achieved by working closely with Sales Directors and respective Vice Presidents
- Ensures project sales strategies and approaches are thoughtfully planned in collaboration with Sales Directors and Vice Presidents to facilitate successful sales programs through launch and tempo sales
- Oversees rDS sales forecasting for the company by working closely with senior leaders on each portfolio of business to set and revise targets as needed throughout the year

Leadership Responsibilities

- Directly leads a team and is responsible for interviewing, hiring, and training employees; planning, assigning, and directing work to collaboratively achieve the team's objectives; 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
- Is an ambassador for rennie's values and culture
- Develops and oversees a budget in line with rennie's financial goals

Education and Experience

- 12+ years related experience or equivalent in new home sales
- Minimum of 10 years of experience as a strategic or people leader, or related position including experience as a strategic business leader
- Holds an active BC license in good standing for Real Estate Trading Services

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
- Demonstrated ability to negotiate complex agreements
- Track record of success managing multiple sales teams, projects and sites
- Commitment to excellence and high standards
- Proven leadership and business acumen skills
- Ability to direct and recommend cost-effective creative solutions
- Proficient on Excel, PowerPoint, KeyNote, CRM (preferably 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 within Canada and the US, as required

Salary Information

The typical base salary for this specific position is from \$200,000 to \$215,000. 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>
