



## SALES MANAGER

### imageOne is looking for an authentic Sales Manager

who is searching for an intriguing opportunity to join and lead a team in growth mode. A Sales Manager who is looking for “something special” . . . to be a part of a company whose unique culture transcends the norm by delivering extraordinary experiences. Experiences that positively impact the lives of its team members, the goals of its customers and the fabric of its community.

A Sales Manager who is passionate and measures their success not only by exceeding revenue goals, but by how well they foster an environment where the entire team can succeed. A Sales Manager so talented that when they lead with discernment, energy, and honesty, they will experience a new level of fulfillment and truly know they are making a difference.

imageOne is simply the best at helping our clients optimize and manage print, automate business processes, and secure documents.

We develop true managed print partnerships that support companies' long-term IT processes, bolster security, and increase cost visibility.

**Our partners include:** HP, Xerox, and Lexmark

**Our software solutions include:** HP Software Solutions, PaperCut, Printer Installer, XMedius Fax, Laserfiche, Upland AccuRoute, and The Print Audit Suite.

**The customers we delight in servicing include** companies ranging from small single-location businesses to large nationwide enterprises with hundreds of locations.

## WE ARE OBSESSED WITH DELIVERING THE X!

The X is genuine care that consistently drives extraordinary action in every step of the team member and customer experience. By anticipating our client's needs, helping them realize their business goals and building meaningful connections, we create extraordinary relationships that last. We're easy, efficient, and reliable, and we're always improving. We are passionate about what we deliver and how we deliver it, and we are proud to call it the imageOne Way.

## OUR CORE VALUES

Our true and authentic core values resonate throughout our organization and are displayed daily. We have a [Passion to Deliver the X](#) to everyone, every day, every time. We are [Open and Honest](#) while demonstrating integrity, humility, and vulnerability, we practice [Extraordinary Execution](#) by being easy, efficient, and reliable and we're [Always Improving](#) as we learn, grow, and achieve.

## OUR FOUNDATIONAL TOOLS

We lead and operate with our foundational tools: [Entrepreneurial Operating System \(EOS®\)](#), [Small Giants](#), [The Five Dysfunctions of a Team](#), and [The Great Game of Business](#)



The imageOne Way:  
**EXPERIENCE  
EXTRAORDINARY**



## THE DIFFERENCE-MAKERS: OUR TEAM

At imageOne, our team is invested in improving the lives of everyone we touch. That includes our team members, our partners and everyone in between.

We're a profitable company that practices open-book finance, and we're a member of the Small Giants Community.

We are proud to be recognized for our company culture and our growth. We've been recognized by Forbes as one of the **Top 25 Small Companies in America** and by INC Magazine as a **Best Workplace**.



## THE SALES MANAGER POSITION

The **Sales Manager** will be managing a current team of 4 Managed Print Specialists (MPSs, or Hunters), and 3 Account Managers (Farmers). Overall, we have 63 team members split between our Oak Park, Michigan home office, our St. Louis, Missouri satellite office, and throughout the country. Most of our sales team resides in the home office area.

Our Sales Manager will report directly to our President and Integrator, Josh Britton and work closely with partner, co-founder, and Visionary, Joel Pearlman. This individual will collaborate and work closely with Marketing, Sales Operations and Software Solutions teams.

The Sales Manager will be part of the management team and will participate in the weekly L10 Management Team Meeting alongside managers across the country.







## RESPONSIBILITIES

### Generate Significant Revenue and Profit Growth

- Implement execution strategies that allows us to scale our business to plan
- Manage a consistently strong pipeline across the team
- Develop and share meaningful sales metrics and analysis
- Incorporate and champion new products and solutions into our sales offerings and goals

### Grow, Lead and Mentor a Best-In-Class Sales Team

- Recruit and train new sales team members
- Coach and hold MPSs accountable for “knowing their numbers” at ALL times
- Develop success plans for reps that can achieve financial goals
- Conduct a weekly department call, along with weekly 1:1 rhythm meetings with each MPS
- Design compensation plans that motivate
- Make imageOne an “Employer of Choice” for top salespeople by creating the “Best Sales Culture” in the industry in alignment with our company goals and vision
- Drive reps to address weaknesses and level up their game to further enhance their success
- Ensure an efficient, scalable system of execution that flows seamlessly with other internal Finance and Operations teams
- Support team members in deal structure, strategy, and closing

### Provide Mindful Leadership that Contributes to Achieving our 2026 Vision

- Actively participate in regular rhythm meetings which include weekly management meetings, monthly company meetings and annual High Involvement Planning
- Cross collaborate with Marketing, Software Solutions, Finance, Customer Care, Implementations, Sales Operations, Managed Print Technicians, HR, and Learning and Development
- Improve processes for increased flow and efficiency for the team, increasing selling time and improving rep productivity
- DtX the team member experience through a leadership approach consistent with our Core Values
- Grow the team size to ensure we accomplish our 2026 Vision



## REQUIREMENTS

- 5+ years of solid experience in a Sales Leadership role
- Industry-related experience would be advantageous, but not necessary
- Great conversationalist, curious, know what and when to share, a “lifter-upper”
- Strong comprehension of pricing, margins, and financials, with the skills to be creative with pricing structures for customer contracts
- High accountability standards with ability to see the big picture
- High follow through, with flexibility to personalize leadership style to team member needs
- Balance of analytical and creative skills
- Technology requirements: Microsoft Office Suite, Salesforce. Training will be provided for our ERP and related software tools

## Proven Excellence in the Following Competencies

### Passion to Lead

- Relentlessly positive
- Passion to serve others (Servant Leader)
- High energy, “Lifter Upper”
- Master motivator

### Driven to Achieve

- Resiliency in the face of challenge
- Goals-oriented, results focused and vigilant over plan and performance
- Critical thinker, overcoming obstacles and devising solutions
- High expectations for self and team

### Tactical Expert

- Sales cycle mastery
- Analytical and process driven
- Systems-driven, yielding repeated sales execution process

### Emotional Intelligence (EQ)

- Self-aware, humble, and empathetic by nature
- Strong collaborator
- Life-long learner

### Values Aligned

- Lives by personal core values consistent with iO's Core Values
- Growth oriented
- Embraces productive conflict

## BENEFITS OF THE JOB

- Amazing workplace culture!
- Extra days off: Your birthday, Community Service, Surprise “We Care Friday”
- Robust healthcare coverage options: medical, pharmaceutical, dental, vision
- Health Savings and Flexible Spending Accounts
- Company-paid Life Insurance
- Matching 401K Program

Visit [imageoneway.com/careers](https://imageoneway.com/careers) to apply & learn more about the only way we know how to sell...The imageOne Way.

**We look forward to speaking with you!**

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