



SALES DIRECTOR

LOUISVILLE, KY

ABOUT THE COMPANY

Masters' Supply is an employee-owned company specializing in high-quality plumbing, HVAC, and industrial supplies. With a focus on customer service and industry expertise, they have been a trusted partner for professionals for over 85 years. Operating 12 locations—including a central distribution center—across Kentucky, Indiana, and Ohio, they are committed to reliability, excellence, and long-term growth.

Masters' Supply, Inc. takes pride in being an employee-owned entity (ESOP) and is home to change agents who strive relentlessly to build a better local, independent company that wholeheartedly focuses all its efforts on benefiting their customers and communities. Learn more at <https://www.masterssupply.com/>

THE OPPORTUNITY

- Are you a motivated and results oriented sales leader eager to make a significant impact in a dynamic environment with high quality products?
- Are you inspired by the opportunity to lead an energetic sales team to drive strategic growth for the company?
- Are you interested in joining an 87-year old, employee-owned company?



WHAT YOU'LL BE DOING

Masters' Supply is seeking a dynamic and results-driven Sales Director to lead the development and execution of comprehensive sales strategies that drive growth, profitability, and customer satisfaction across all regions. This role is responsible for shaping the vision and direction of the sales organization, building and mentoring a high-performing sales team, and fostering strong relationships with key customers and industry partners. The Sales Director will collaborate closely with senior leadership and cross-functional teams to support long-term business objectives and ensure sustainable market expansion. The primary aspects of the role include:

STRATEGIC LEADERSHIP & BUSINESS DEVELOPMENT

- Develop and implement high-impact sales strategies aligned with corporate goals to drive revenue growth, increase market share, and enhance profitability.
- Monitor market trends, customer behavior, and competitive activity to proactively identify new business opportunities and risks.
- Lead the expansion into new markets and customer segments while strengthening relationships with existing accounts.
- Collaborate with executive leadership to set ambitious, measurable targets and ensure alignment across departments.



WHAT YOU'LL BE DOING CONTINUED

TEAM LEADERSHIP & ORGANIZATIONAL DEVELOPMENT

- Build, lead, and inspire a high-performing sales organization across multiple locations and territories.
- Design and oversee a structured onboarding and mentorship program for sales managers and representatives.
- Establish clear KPIs and performance metrics; coach and develop team members through ongoing feedback, goal setting, and performance evaluations.
- Promote a culture of accountability, collaboration, and continuous improvement.

SALES OPERATIONS & FORECASTING

- Oversee sales planning processes, including forecasting, budgeting, resource allocation, and pipeline management.
- Translate business strategies into actionable sales plans and ensure successful execution through effective leadership and project management.
- Analyze sales performance data to inform decision-making, identify trends, and optimize processes.

CUSTOMER & STAKEHOLDER ENGAGEMENT

- Act as a key ambassador for Masters' Supply, cultivating strategic relationships with high-value customers, suppliers, and partners.
- Support sales team efforts in complex negotiations, customer presentations, and major account development.
- Partner with marketing, operations, and finance teams to align initiatives and enhance the overall customer experience.

OPERATIONAL EXCELLENCE & COMPLIANCE

- Establish and enforce best practices for sales processes, pricing strategies, and CRM usage.
- Ensure adherence to company policies, industry regulations, and ethical standards in all sales activities.
- Evaluate and implement technology solutions that improve efficiency and visibility into sales performance.



IDEAL CANDIDATE QUALIFICATIONS, EXPERIENCE & PERSONAL ATTRIBUTES

- Bachelor's degree in Business, Sales, Marketing, or a related field (Master's preferred).
- Minimum 7–10 years of progressive sales experience, including 3–5 years in a senior leadership or director role.
- Demonstrated success in building and leading sales teams in wholesale distribution, plumbing/HVAC, or related industries.
- Strong strategic thinking, data-driven decision-making, and financial acumen.
- Excellent leadership, communication, and interpersonal skills.

THE PAYOFF

- Lead a dedicated and experienced sales team, and collaborate with a talented and enthusiastic leadership team.
- Watch your efforts have a positive impact on the organization's growth and success.
- Receive a competitive base salary plus a discretionary bonus, benefits package, and PTO.



This is a hybrid role that requires local travel of up to approximately 50 miles. Based in Louisville, KY.

**Please visit
Gilman Partners'
website to apply.**



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Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to apply.